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REMOTE STORAGE

PROCEEDINGS OF THE

Forty-fifth Annual Convention

CONVENED MONTREAL, CANADA, JULY 11-21, 1921

Glass Bottle Blowers' Association

of the United States
and Canada

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MINUTES OF PROCEEDINGS

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FORTY - FIFTH
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of the United States and Canada

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Montreal, Canada, July 11-21, 1921

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REMOTE STORAGE

MINUTES

OF THE

Forty-Fifth Annual Convention

Of the Glass Bottle Blowers' Association
of the United States and Canada

HELD IN

MONTREAL, CANADA
Opening Monday, July 11, 1921

FIRST DAY—Morning Session.

The Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada was called to order in Auditorium Hall Monday, July 11, 1921, by Mr. Joseph Jones, President of Branch No. 18 of Montreal. President Voll and all the members of his official cabinet were on the platform, and in the audience in addition to the delegates were a large number of visitors, including many ladies.

Prayer was offered by Executive Officer Thomas B. Eames:

Almighty God, vouchsafe to us vision, wisdom and counsel as we engage in the business of this convention. We ask this not because we merit it but by reason of our abundant need. Though there may be variety of thought and diversified conviction among us, grant that there shall be unity. Abide with us during these epoch-making times and these days of strange vicissitudes, fraught with dangers and filled with problems that mortal man may not solve alone. We ask Thy help. We pray Thee to disperse the dark clouds of business depression, and may prosperity soon cover the earth as the waters cover the sea, make the solitary places glad and the wilderness to blossom as the rose. We bless Thee for the agencies that are at work to exemplify Thy teachings and to bring about wide-spread observance of the golden rule. We bless Thee for the activity of the Church, which has taken its place beside those who are trying to bring about industrial democracy. Grant that in all our activity we may listen to the still small voice of the Spirit of God. Guide us in this convention, so that our coming together may be beneficial and promote harmonious fellowship. We ask in the name of Jesus Christ our Lord. Amen.

On behalf of officers and members of Branch No. 18, President Jones extended a hearty welcome to the delegates and expressed pleasure at the large gathering of representative glass blowers. Saying that he understood brevity was a virtue of the successful chairman, he at once introduced Mr. Alfred Mathieu, President of the Montreal Trades and Labor Council, which represented forty-five thousand organized labor unionists, also President of the Labor Board of Quebec and member of Lodge St. Mary of the Brotherhood of Railway Carmen of America.

President Mathieu, on behalf of organized labor of the city, cordially welcomed the delegates. He said they would find labor unionists of Montreal willing to co-operate with them in all ways that would tend to the development and benefit of labor. "I know you men have not come here for pleasure, but we hope that along with the hard work and problems that are before you, you will be able to enjoy the many opportunities Montreal offers in the way of recreation and sight seeing."

From having worked sixteen years in the States and gone from coast to coast and served under Uncle Sam in the Philippines he felt fairly well acquainted with American labor interests. The chief point in his message was urging all unionists to stick together. "The unfortunate thing is that when work is slack union men sometimes become careless, and that is just the time when they most need to stick together, to get everybody into the ranks and try to make things better. I hope when you return home you will try to persuade the men that this is the time above all others when they should unite; labor should show the capitalist that it too understands the situation and intends to stick together—not for one to be pulling one way and the other another, but both doing their utmost to bring about success."

Chairman Jones then introduced Mr. Harold Grier, Managing-Director of the Dominion Glass Company, "as a gentleman who has the respect of every glass worker in Montreal, all of whom look on him as one of their best friends in the industry."

Mr. Grier said he was not a speech-maker but was glad to have an opportunity to welcome members of the Association to Montreal. "I am happy to see you and hope that you will have a pleasant visit which will be productive of progress. Our relations with your organization have always been agreeable. I am often asked about that and have always said without hesitation that our relations have been cordial and most pleasant, with never any friction in any way."

Chairman Jones, on behalf of Branch Eighteen, presented President Voll with a handsome carved gavel of native maple wood, and asked him to take charge of the convention.

President Voll expressed his high appreciation of the gift. He then took the chair and thanked Mr. Mathieu and Mr. Grier for their cordial welcome. He was glad Mr. Grier had spoken of the harmonious relations between his company and the association, and added: "We know that is true because for more than thirty years we have been dealing with the Dominion Glass Company, practicing collective bargaining, and there has never been a contract broken. If there have been little disputes they have been settled in accord with common sense and reason, as all disputes should be. That is the way capital and labor should deal together."

Speaking of the relations between the two great democracies, Canada and the United States, he said: "I venture the assertion there are no real differences between us. For many years we have been living beside each other in peace and amity, with neither forts nor battleships at our borders. The two countries have settled all questions that came up between them as we settle ours, with fairness and in harmony. The people of these two countries are no different from those of other nations. They have the same pride, hopes, ambitions and jealousies that are incident to self-respecting and selfish human nature everywhere, but have practised forbearance and believe in the square deal—and that is the reason there are no forts or battleships between us. If the rest of the world could do the same there would be universal peace and prosperity.

"Just now, I wish to express the hope that the conversations that have been going on in Dublin between England and Ireland, and which are to be continued in London, will be productive of much good and will bring about relations of peace and concord, such as exist between Canada and the United States and between Canada and the great Mother Country. (Applause.)

"In our political policies in these two democracies we differ, but every man, whether he is a member of organized labor or not, has perfect political freedom; organized labor puts no restrictions on anyone; but when it comes to the matter of industrial and economic equality we are bound together—what affects one of those democracies for weal or for woe affects the other. It is in those fields that there must come international understanding between governments and between capital and labor. If this is not done, there will be a repetition of the hellish business of war —or if not that, society as now constituted will collapse. When I speak of international understanding and relationship I do not mean such as the Bolshevists of Russia would force on the civilized governments, or those other efforts that would make the state the master and bring about a sort of slavery for all people; but rather that international understanding which exists now between Canada and the United States and in which the christian home is held as the unit of government and the state the servant of that unit.

"A part of the world today is in chaos; civilization is hanging in the balance, and the trouble is that the people do not realize it, it has not been brought forcibly enough to their attention. There are about one billion seven hundred million inhabitants of the earth, of whom seven hundred million are civilized, as we know what civilization is, and more than one hundred and fifty million have formed a so-called system of government that wants to upset the principles by which society functions. They came very near doing it. An eminent international authority who is respected by all governments and men said recently that the spectre of the bolsheviki is still with us. That was Colonel E. M. House who is now in Germany. The fact is, Germany just escaped the domination of bolshevism and she is not yet out of danger. The German Government today has a budget greater than its income and is making paper money as fast as machinery can turn it out. That means that unless there is a change Germany must become bankrupt. If so, what about France? and what about the other nations of Europe? Our country and Canada, on this side of the water, cannot save them alone, and they must have assistance or civilization will go down in one great debacle. These are not idle words of pessimism. They represent the condition of the world today, but that condition can be cured if there is honest co-operation between government and capital and labor. (Applause.)

"Since the war, there are eight million trade union members in Germany with central headquarters at Berlin and they constitute the greatest stabilizing force in Germany today. That is all that has saved that government up to the present time. Something further must be done and the other nations of the world will have to lend their best efforts, financially and otherwise, in order to pull Germany and the balance of the world together. Trade unionists are doing their part and we want to do our part in restoring prosperity and progress. The trade union movement has a mighty stabilizing influence. It recognizes that the best way to distribute wealth is through private ownership of property which means that greater liberty will be given to the individual and to the masses through trade unionism than in any other way. But while we are giving our best thoughts and efforts to that purpose, there is in places considerable opposition, and if it happen that this opposition is maintained to such an extent that the wage earners of the various countries cannot form into organizations and receive the benefits from industry and unionism and collective bargaining that they should, and with the same freedom that is accorded to capital and to land and to management, then the time must come when the denial of those rights must force trade unionism into a radical position. If it is so forced, the things we have been fighting for to protect the private owner in his wealth and to bring about greater liberty of the individual, will go down and the state will own the property entirely and distribute it.

"I want to say again to Mr. Grier that we highly appreciate his coming here and the way in which he and his company have treated our members throughout all our industrial relations. It is a pleasure to meet manufacturers of his type and to speak about them. We never hesitate to say in public, and in private, that none of the manufacturers or the individuals with whom the Glass Bottle Blowers' Association have relations are standing or fighting for the open shop, so far as our organization is concerned. (Applause.)

"We appreciate the cordial welcome given us by Branch 18 and by organized labor. We expect that our stay in Montreal will be pleasant—and we hope it may be profitable. (We will talk to Mr. Grier about that, later on.) We beg to assure the gentlemen who have addressed us that the men and women in this body are keenly appreciative of the welcome extended. They represent the highest type of our American citizenship, and when they go away from Montreal they will leave it as good and possibly a little better than when they came in."

President Voll announced the appointment of these two committees:

Credential Committee.

Charles Brookes, Chairman..................	Branch No. 18
John Griffin..............................	Branch No. 9
Joseph J. Dolan............................	Branch No. 24

Committee on Rules of Order.

John Fody, Chairman........................	Branch No. 9
Clarence Foreman...........................	Branch No. 10
Cecil Young................................	Branch No. 13
Charles Patterson..........................	Branch No. 66

Henry Meyers	Branch No. 21
Albert Moore	Branch No. 45
Harry Hohmeyer	Branch No. 1

Handsome membership badges were distributed. These bear the enameled flags of Great Britain and the United States on a dark blue satin ribbon, suspended from a gold and blue bar; attached is a golden circular pendant, encircled by the seal of the Association with its emblem, a white-and-yellow daisy, in the center.

The Credential Committee presented their report, having acted on all credentials except those of delegates from Branch 95, Tarentum, Pa. During the reading, at the hour of noon, a recess was taken to two o'clock P. M.

FIRST DAY—Afternoon Session.

July 11, 1921.

The convention was called to order at two P. M. by President Voll, and discussion recurred to the report of the Credential Committee, especially that part which referred to the convention the case of Branch 99 of Mt. Vernon, Ohio, which has sixteen members in good standing, is entitled to one delegate, but sent none. Reference to the minutes of the 1920 convention showed that the branch was then guilty of the same failure to obey the law and was fined one hundred dollars. This fine has not been paid and the branch has manifested a defiant attitude and ignored every summons from the national office. Its members are reported to have been at work on the flow devices and earning about forty dollars a week, but have not paid one cent of assessment, nor the fine.

After thoughtful discussion of this flagrant disrespect and violation of the law, by Delegates Parker, Gaffney, Graham, Kurtz, Tyler, Guthrie, Warren, Dall, President Voll, Treasurer Halton, Secretary Jenkins, Executive Officers Campbell and Muhleman, motion was offered by Delegate Swain to refer the entire subject of the dereliction of Branch 99 to the incoming national officers for investigation and action. This was seconded and unanimously agreed to.

The Credential Committee then concluded their report except as to Branch 95 of Tarentum, for which further consideration was desired. As to the large number of branches that had not sent delegates but were recommended for excuse, it was explained that in each case factories had closed down, or a few members were simply keeping up death benefits under the law, or there had been little or no work.

The report and recommendations of the committee were then, on motion, adopted. Delegates were seated or branches excused in accordance therewith.

In the next session, Tuesday, the committee completed their report. On a protest from Jacob Heidenreich, a member of Branch 95, against the seating of John Arnold on the ground of ineligibility, the committee reported that after investigation and reviewing the evidence submitted they felt that the protest had not been sustained and that Delegate Arnold should be given the benefit of the doubt, even though later it might be found a mistake was made. They therefore recommended that he be seated but added that this should not be construed as a precedent in interpreting the fundamental law which positively requires attendance at seventy-five per cent. of branch meetings during a year in order to be eligible to election as delegate, because in their opinion this law should at all times be upheld to the letter. On motion this recommendation was concurred in and Delegate Arnold seated. This completed the work of the committee. The report as finally adopted follows:

REPORT OF COMMITTEE ON CREDENTIALS.

Number and Place of Branch	Members in good standing in Branch	Number of Delegates Branch Entitled to	Number of Delegates Elected
No. 1, Pittsburgh, Pa.	8	1	1
HARRY HOHMEYER			
No. 2, Alton, Ill.	14	1	Excused
No. 3, Streator, Ill.	104	3	1
GEO. SIMPSON			
No. 4, Bridgeton, N. J.	...	None	
No. 5, St. Louis, Mo.	94	3	3
MARTIN GAHAN			
LEONARD GROSS			
JOS. GILMASTER			
No. 6, Salem, N. J.	116	4	2
JESSE STEELMAN			
WM. BEATTY			
No. 7, Millville, N. J.	442	15	10
WALTER G. BARBER			
SAMUEL CARTER			
MARK S. BRANIN			
WM. FORT			
WALTER GALLAHER			
FRANK S. SWAIN			
JOHN ADAMS			
ISAAC CORSON			
EDGAR HANN			
WALTER T. WALLACE			
No. 8, Bridgeton, N. J.	125	4	2
GEO. W. MOST			
WM. P. CARLL			
No. 9, Baltimore, Md.	216	7	7
JOHN BUTZ			
JOHN J. DALL			
JOHN FODY			
JOHN GRIFFIN			
CHARLES MILLER			
PAUL NEWKIRK			
GEO. W. SPEAKE, JR.			
No. 10, Royersford, Pa.	115	4	1
CLARENCE FOREMAN			

Number and Place of Branch	Members in good standing in Branch	Number of Delegates Branch Entitled to	Number of Delegates Elected
No. 11, Millville, N. J.	1,037	34	5
MRS. ELIZABETH MALONE			
MRS. LILLIAN J. KELLY			
WM. REID, JR.			
WM. SHAW			
W. L. TOMLIN			
No. 12, Muncie, Ind.	14	1	1
WM. C. CONNOLLY			
No. 13, Coshocton, Ohio	22	1	1
CECIL YOUNG			
No. 14, Woodbury, N. J.	17	1	Excused
No. 15, Milwaukee, Wis.	82	3	2
CARL STENDER			
FRANK KOEBERT			
No. 16, Ravenswood, L. I.	30	1	Excused
No. 17, Massillon, Ohio	81	3	1
JEROME J. TULLY			
No. 18, Montreal, Quebec	84	3	3
EDW. WARREN			
CHAS. BROOKES			
J. C. GRAHAM			
No. 19, Lapel, Ind.	28	1	Excused
No. 20, Zanesville, Ohio	50	2	1
HARRY MILES			
No. 21, Richmond, Va.	31	1	1
HENRY MEYERS			
No. 22, San Francisco, Cal.	116	4	2
HENRY A. JOHNSON			
WM. THOMAS			
No. 23, Streator, Ill.	108	3	3
REDMOND BROPHY			
No. 24, Newark, Ohio	48	1	1
JOSEPH J. DOLAN			
No. 25, Clayton, N. J.	27	1	Excused

Number and Place of Branch	Members in good standing in Branch	Number of Delegates Branch Entitled to	Number of Delegates Elected
No. 26, Rochester, N. Y. THOMAS MUTCHLER LAWRENCE TYLER	77	2	2
No. 27, Reading, Ohio EDW. ABLING	55	2	1
No. 28, Brockwayville, Pa.	11	1	Excused
No. 29, Hawley, Pa.	9	1	Excused
No. 31, Spring City, Pa.	33	1	Excused
No. 32, Clyde, N. Y.	10	1	Excused
No. 33, Terre Haute, Ind. LEONARD T. WALLACE	67	2	1
No. 34, Tarentum, Pa. OTTO ITCHEK ANTHONY LENTZ EDW. SWEENEY	116	3	3
No. 35, Laurens, S. C. SAMUEL WILLEY	26	1	1
No. 36, Marienville, Pa. N. H. TURNER	17	1	1
No. 37, Lancaster, N. Y.	39	1	Excused
No. 38, Marion, Ind. CHAS. C. CALL ARTHUR GORE EMMETT TEAGARDEN	135	4	3
No. 39, Lockport, N. Y.	14	1	Excused
No. 40, Cape May C. H., N. J.	...	...	No report
No. 41, Dunkirk, N. Y.	7	1	Excused
No. 42, Glassboro, N. J.	31	1	Excused
No. 44, Olean, N. Y. WM. MATHIAS	35	1	1
No. 45, San Francisco, Calif. ALBERT MOORE	21	1	1

Number and Place of Branch	Members in good standing in Branch	Number of Delegates Branch Entitled to	Number of Delegates Elected
No. 46, Parkersburg, W. Va.	...	None	
No. 47, Sheffield, Pa. CHAS. J. ANDERSON	76	2	1
No. 48, Wilcox, Pa.	17	1	Excused
No. 49, Cincinnati, Ohio	5	None	
No. 51, Redcliff, Alberta	...	...	No report
No. 52, Brooklyn, N. Y.	...	...	No report
No. 53, Swedesboro, N. J.	8	1	Excused
No. 54, Medford, N. J. WM. H. RAY	43	1	1
No. 55, McDonald, Pa. WM. V. SULLIVAN	39	1	1
No. 56, Checotah, Okla. JOS. McDOLE	20	1	1
No. 57, Binghamton, N. Y. L. B. VAN WHY	32	1	1
No. 59, Dunkirk, Ind.	...	None	
No. 60, Terre Haute, Ind. GEO. GUTHRIE CARL BOTT JOHN EDWARDS JAMES McCLAIN DAN McCARTHY	144	5	5
No. 61, Gas City, Ind.	...	...	No report
No. 62, Poughkeepsie, N. Y.	18	1	Excused
No. 63, Williamstown, N. J.	40	1	Excused
No. 65, Winchester, Ind.	...	...	No report
No. 66, Toronto, Ont. CHAS. PATTERSON	15	1	1
No. 67, Cicero, Ind.	...	...	No report
No. 68, Alexandria, Va.	9	1	Excused

Number and Place of Branch	Members in good standing in Branch	Number of Delegates Branch Entitled to	Number of Delegates Elected
No. 69, Williamstown, N. J.	8	1	Excused
No. 70, Wallaceburg, Ont.	51	2	Excused
No. 71, Hawthorn, Pa. JOS. AKERS	42	1	1
No. 72, Smethport, Pa.	...	...	No report
No. 73, Bellaire, Ohio WILL J. EBBERT WM. H. SHERWOOD	50	2	2
No. 74, Okmulgee, Okla.	...	...	No report
No. 75, Port Allegheny, Pa. HARRY P. KURTZ	39	1	1
No. 76, Sharpsburg, Pa. HALLIE WARTENBEE	27	1	1
No. 77, Fairmont, W. Va.	5	None	
No. 78, East St. Louis, Ill. WALTER DUNLAP	111	4	1
No. 79, Barnesville, Ohio	...	...	No report
No. 80, Baltimore, Md. ERNST BELL	40	1	1
No. 81, Chicago Heights, Ill. B. W. MILLIGAN JOHN GAFFNEY	51	2	2
No. 83, Butler, Pa.	24	1	Excused
No. 84, Minotola, N. J. WM. J. MOORE	21	1	1
No. 85, Kane, Pa.	3	None	None
No. 87, Newark, Ohio JOHN MORUNEY LOUIS DEUTCH	286	9	2
No. 88, Salem, Va.	7	1	Excused
No. 89, Kansas City, Mo.	...	...	No report
No. 90, Loogootee, Ind.	21	1	Excused

Number and Place of Branch	Members in good standing in Branch	Number of Delegates Branch Entitled to	Number of Delegates Elected
No. 91, Tallapoosa, Ga.	...	...	No report
No. 92, Alton Park, Tenn. CHAS. HAAS	49	1	1
No. 93, Charleroi, Pa.	...	...	No report
No. 94, Pittsburgh, Pa. THOS. J. MURRAY	56	2	1
No. 95, Tarentum, Pa. JOHN H. ARNOLD MARTIN W. SIMCOWIAK	107	3	2
No. 97, Philadelphia, Pa.	25	1	Excused
No. 98, Knox, Pa. W. H. ACKMAN	33	1	1
No. 99, Mount Vernon, Ohio	16	1	None Referred to national officers
No. 100, Uniontown, Pa.	...	...	No report
No. 101, Coshocton, Ohio HUGH McPECK WALTER WEAVER	56	2	2
No. 102, Parkers' Landing, Pa. C. C. BOWSER	45	1	1
No. 103, Havana, Cuba	...	...	No report
No. 105, Punxsutawney, Pa. LOUIS COLIN JAMES PADDEN	56	2	2
No. 106, Columbus, Ohio FRANK PERRY	30	1	1
No. 107, Roulette, Pa.	2	None	
No. 108, Lynchburg, Va.	8	1	Excused
No. 109, Wheeling, W. Va.	11	1	Excused
No. 110, Cape May C. H., N. J. RALPH TOZER	43	1	1
No. 112, Hazelhurst, Pa. WM. P. FOX	18	1	1

Number and Place of Branch	Members in good standing in Branch	Number of Delegates Branch Entitled to	Number of Delegates Elected
No. 113, Jeannette, Pa. LEON BUGHER	25	1	1
No. 114, Royersford-Spring City, Pa. HARVEY UMSTEAD	33	1	1
No. 115, Point Marion, Pa.	14	1	Excused
No. 116, Upland, Ind. VERNON SUTTON CLYDE KEGEREIS	78	2	2
No. 117, Evansville, Ind.	28	1	1
No. 118, Baltimore, Md. FRED IMFANG	28	1	1
No. 119, Danville, Ill.	6	None	
No. 120, Clarion, Pa. J. FRANK WALTERS	15	1	1
No. 121, Bristow, Okla. RICHARD PARKER	21	1	1
No. 124, Norfolk, Va.	11	1	Excused
No. 126, Anacortes, Wash.	...	...	No report
No. 127, California, Pa.	...	...	No report
No. 128, Sapulpa, Okla. FREEMAN FERGUSON	18	1	1
No. 129, Los Angeles, Calif.	41	1	Excused
No. 131, Paden City, W. Va.	17	1	Excused
No. 133, Indianapolis, Ind. REUBEN YOHLER	7	1	1
No. 134, Coshocton, Ohio	15	1	Excused
No. 135, Geneva, N. Y. CHESTER F. MEYERS	12	1	1

CHARLES BROOKES, Chairman.
JOHN GRIFFIN.
JOSEPH J. DOLAN, Secretary.

The Committee on Rules of Order made their report, which was, on motion unanimously agreed to, adopted:

REPORT OF COMMITTEE ON RULES OF ORDER

To the forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Your committee recommends the following:

1. The daily session of the convention shall be from 1.30 P. M. to 5.30 P. M., except on Saturday, when it shall be from 9 A. M. to 12 o'clock noon, with a half holiday in the afternoon.

2. If a delegate is called to order when speaking, he shall at the request of the Chair take his seat until the question of order is decided.

3. If two or more delegates rise to speak at the same time, the Chair shall decide which one is entitled to the floor.

4. No delegate shall interrupt another in his remarks, except to raise a point of order.

5. A delegate shall not speak more than twice on the same question until all who wish to speak have had opportunity to do so and permission has been given by the convention.

6. Speeches shall be limited to five minutes, but the time of speaking may be extended by vote of the convention.

7. A motion shall not be open for discussion until it has been seconded and stated by the Chair.

8. At the request of five members, the mover of a motion shall be required to reduce it to writing.

9. When a request is pending in convention, no motion shall be in order, except to adjourn, or to refer to the previous question, or to postpone indefinitely or to postpone to a certain time, or to divide or amend, which motions shall have precedence in the order named.

10. Motion to reconsider shall not be entertained by the Chair unless it is made by a delegate who voted in the majority and the motion shall have received a majority vote.

11. Reports of committees shall be subject to amendments and substitutes from the floor of the convention the same as other motions and resolutions are.

12. Daily roll call shall be by card only.

13. Any delegate who fails to present his card within thirty minutes after the convention is called to order, shall be marked absent, but in the event of unavoidable absence, he may so report to the Secretary and be marked present.

14. It shall require at least twenty members to move the previous question.

15. The introduction of documents and resolutions shall be under the call of branches, and they shall be referred to committees without debate.

16. No motion or resolution shall be voted on until the mover or introducer has had a chance to speak if he so desires.

17. When a roll call vote has been taken and all delegates or delegations present have had opportunity to record their votes the ballot shall be declared closed.

18. A roll call ballot shall be granted at the request of twenty members.

19. When a roll call ballot has been ordered, no adjournment shall take place until the result has been announced.

20. Roberts Rules of Order shall be the guide in all matters not herein provided for.

Your committee make the following recommendation:

21. That enough copies of the official minutes of each day's proceedings be printed, to furnish each delegate with a copy, and that distribution be made by the roll call clerks.

22. That a two-thirds vote shall be necessary in order to suspend the rules.

23. That Roberts Rules of Order shall govern all debates of this body.

24. That delegates who wish to make a correction in the minutes shall notify the Secretary in writing and shall read the correction to the convention.

25. That on all days when entertainments for the pleasure of the delegates are appointed to be held in the afternoon, the

convention shall go into session at 9 A. M. and remain until 12 o'clock noon.

We also recommend that a committee of five be appointed to carry out the provisions of the resolution relating to union labor adopted by the Convention of 1919, which is as follows:

Resolved, That the Glass Bottle Blowers' Association use its influence to the end that our people patronize and purchase none but union labeled goods when the same are obtainable.

Order of Business.

1. Roll Call of Officers and Delegates.
2. Report of Committee on Credentials.
3. Report of Officers.
4. Report of Regular Committees.
5. Report of Special Committees.
6. Unfinished Business.
7. New Business.
8. Good and Welfare.
9. Election of Officers.
10. Selection of Place of 1922 Convention.
11. Adjournment.

Respectfully submitted,

John Fody, *Chairman,*	Branch No. 9.
Clarence Foreman,	Branch No. 10.
C. A. Patterson,	Branch No. 66.
Cecil Young,	Branch No. 13.
Henry Meyers,	Branch No. 21.
Harry Hohmeyer,	Branch No. 1.
Albert Moore, *Secretary,*	Branch No. 45.

President Voll appointed the following committees and convention officers:

Conductors.

Arthur Muhleman	Executive Officer
John S. Roberts	Executive Officer
A. C. McLaughlin	Executive Officer

Outside Guard.

William G. Warren	Branch No. 18

Roll Call Clerks.

William Warren	Executive Officer
R. G. Vansant	Executive Officer
William W. Campbell	Executive Officer

Machine Ware Committee—Advance.

Lawrence Tyler, Chairman	Branch No. 26
Edgar Hann	Branch No. 7
Walter Dunlap	Branch No. 78
James McClain	Branch No. 60
William P. Carll	Branch No. 8
Hugh McPeck	Branch No. 101

Blown Ware Committee—Advance.

Mark S. Branin, Chairman	Branch No. 7
John J. Dall	Branch No. 9
George W. Most	Branch No. 8
Jesse Steelman	Branch No. 6
William V. Sullivan	Branch No. 55

Press Committee.

Thomas B. Eames, Chairman	Executive Officer
Edward Warren	Branch No. 18
Harry Jenkins	National Secretary

Advance Auditing Committee.

Samuel Carter, Chairman	Branch No. 7
Louis Colin	Branch No. 105
Charles Call	Branch No. 38

Committee on Appeals and Grievances.

Walter Barber, Chairman	Branch No. 7
Thomas Murray	Branch No. 94
Dan McCarthy	Branch No. 60
Arthur Gore	Branch No. 38
Louis Colin	Branch No. 105
John Moruney	Branch No. 87
Redmond Brophy	Branch No. 23
Chester F. Meyers	Branch No. 135

Automatic and Flow Device Committee.

William C. Connolly, Chairman	Branch No. 12
Geo. Simpson	Branch No. 3
William Beatty	Branch No. 6
Leonard Gross	Branch No. 5
Fred Imfang	Branch No. 118
Chas. Miller	Branch No. 9
J. F. Walters	Branch No. 120
A. T. Lentz	Branch No. 34
Edward Abling	Branch No. 27
Harry Miles	Branch No. 20
Harry E. Kurtz	Branch No. 75
Hallie Wartenbee	Branch No. 76
Charles Call	Branch No. 38
Leon Bugher	Branch No. 113

Committee on Good and Welfare.

Henry A. Johnson, Chairman	Branch No. 22
Leonard T. Wallace	Branch No. 33
Carl Bott	Branch No. 60
Joseph Akers	Branch No. 71
B. W. Milligan	Branch No. 81
W. P. Fox	Branch No. 112
Samuel Carter	Branch No. 7
Clarence Foreman	Branch No. 10

W. H. Ackman	Branch No. 98
Frank Perry	Branch No. 106

Committee on Sister Organizations.

John Gaffney, Chairman	Branch No. 81
William Reed, Jr.	Branch No. 11
Emmett Teagarden	Branch No. 38
Charles J. Anderson	Branch No. 47
John Edwards	Branch No. 60
Walter Gallaher	Branch No. 7
Freeman Ferguson	Branch No. 128

Apprentice Committee.

Frank Koebert, Chairman	Branch No. 15
Edward Sweeney	Branch No. 34
William Mathias	Branch No. 44
William J. Moore	Branch No. 84
Martin W. Simcowiak	Branch No. 95
Reuben Yohler	Branch No. 133
Ralph Tozer	Branch No. 110
Joseph McDole	Branch No. 56
L. B. Van Why	Branch No. 57
Clyde Kegereis	Branch No. 116

Law Committee.

John Adams, Chairman	Branch No. 7
Edward Warren	Branch No. 18
Thomas Mutchler	Branch No. 26
William H. Ray	Branch No. 54
Joseph Gilmaster	Branch No. 5

Finance Committee.

George W. Speake, Jr., Chairman	Branch No. 9
Isaac Corson	Branch No. 7

James Padden	Branch No. 105
Martin Gahan	Branch No. 5
J. C. Graham	Branch No. 18

Committee on Political Protest and Injunctions.

William J. Ebbert, Chairman	Branch No. 73
John Butz	Branch No. 9
W. L. Tomlin	Branch No. 11
Carl Stender	Branch No. 15
J. J. Tully	Branch No. 17
Henry Meyers	Branch No. 21

Organization Committee.

Harry Hohmeyer, Chairman	Branch No. 1
William Fort	Branch No. 7
William Shaw	Branch No. 11
Samuel Willey	Branch No. 35
N. H. Turner	Branch No. 36
Otto Itchek	Branch No. 34
C. C. Bowser	Branch No. 102
Vernon Sutton	Branch No. 116

Stopper Grinders Committee.

Walter Wallace, Chairman	Branch No. 7
Paul Newkirk	Branch No. 9
Joseph Akers	Branch No. 71
B. W. Milligan	Branch No. 81
W. H. Sherwood	Branch No. 73

Apportionment Committee.

Samuel Carter	Auditing Committee
Louis Colin	Auditing Committee
Charles Call	Auditing Committee
Harry Jenkins	National Secretary
Harry Halton	National Treasurer

President Voll said that at a conference of International Trades Union Officers in Washington, to take action on the open shop, in March last, he invited President Gompers of the American Federation of Labor to visit this convention, and followed that by a letter a few days ago to which he had a reply, which he requested Secretary Jenkins to read.

Washington, D. C., July 8, 1921.

Mr. John A. Voll, President,
Glass Bottle Blowers' Association of the U. S. and Canada,
1005-8 Colonial Trust Building, Philadelphia, Pa.

Dear Sir and Brother:

Your letter of July 7th received and contents noted. You repeat your invitation to me to address the Forty-fifth Annual Convention of your Association which opens in Montreal July 11. I should indeed be glad to comply with your request. I wish that it were possible for me to do so. However, by direction of the Denver Convention of the American Federation of Labor and the Executive Council I have arranged a series of conferences and am arranging for the conferences beginning July 9 and continuing indefinitely. Under these circumstances, therefore, I fear it will be impossible for me to make a trip to Montreal while your Convention is in session, much as I would like to do so. I am sure you appreciate how I find myself placed.

I want to take this opportunity of extending to you and through you to the officers and delegates to the convention my earnest hope and good wishes for the success of your convention and that your deliberations and decisions may result not only in great benefit to the Glass Bottle Blowers but to the entire labor movement.

With the best of good wishes for you personally, and hoping to hear from you whenever convenient, I am,

Yours fraternally,

SAMUEL GOMPERS, President,
American Federation of Labor.

On motion of Delegate Sullivan the Secretary was directed to enter this letter on the minutes.

Secretary Jenkins read a number of inquiries from manufacturers and men on the subject of doing away with the summer stop in their individual cases. They were based in some instances on the fact that factories had only recently started operation, or there had been very little work during the season, and it was desirable to continue without a stop either in the machine or the blown departments.

This was seriously debated by Delegates Tyler, Mathias, Ackman, Speake, Call, Kurtz and Barber. In answer to a question Executive Officer Campbell explained that last season the Geneva Glass Company started late and the owner of the plant asked if he would be obliged to close down during the summer, and he replied, "No, you can run but you must give your machine men two weeks' vacation."

It was the sentiment of the delegates that while the rule providing two weeks' vacation for machine men and four weeks for blowers might seem to work a hardship in some cases, yet it should be enforced in the interest of the greater good of the greater number. This was given expression in a motion by Delegate Branin, which was unanimously adopted, that the summer stop law of the association should be complied with and the national secretary directed to so reply to all inquiries on the subject.

Announcements were made of meetings of the various committees Tuesday morning at 9 o'clock. On motion the convention then adjourned to July 12, 1921, at 1.30 P. M.

SECOND DAY'S SESSION.

Tuesday, July 12, 1921.

The convention was called to order at 1.30 P. M., by President Voll. Roll call showed all officers and delegates present.

The Credential Committee reported in favor of seating John Arnold, of Branch 95. On motion this was concurred in and Delegate Arnold seated. This completed the work of the committee.

Delegate Speake asked permission to introduce a resolution from Branch 9, of Baltimore, and on the privilege being accorded read the following:

Whereas, at no time in the history of our trade have conditions been fraught with such depression to our members as during the season now drawing to its close; and

Whereas, in the spirit of fairness, adhering to the fundamental principles of our association, we have endeavored by a division of time to keep all our men at work a part of the time; and

Whereas, from start to finish the firm of Swindell Brothers have willingly co-operated with us in our efforts to share the work; and

Whereas, the Carr Lowry firm have turned a deaf ear to our appeals and acted both unfair and antagonistic towards our members; therefore be it

Resolved, That this convention of the Glass Bottle Blowers' Association declare that the attitude of the Carr Lowry Glass Company is not in keeping with the principles of this great nation as enunciated by its Chief Executive, in times of stress; and be it further

Resolved, That this convention commend the attitude of the firm of Swindell Brothers for their truly patriotic manifestation of good will to the members of our Association.

On motion, this was referred to the Committee on Good and Welfare.

Vice-President Maloney took the chair and President Voll read his Annual Report. This was most comprehensive and interesting and was listened to with close attention. He reviewed the work of the Association during the last year and the situation in commerce and industry in general throughout the country and especially as it affected the glass bottle industry and the welfare of members of the Association. It was full of wise comment and admirable advice and reflected a spirit of hopeful optimism for the future and a wide and courageous vision of the great industrial world. At conclusion, on motion, the report was enthusiastically received, to be referred to the proper committee.

Vice-President Maloney thereupon appointed the following—

Committee on President's Report.

John Fody, Chairman	Branch No. 9
Frank Swain	Branch No. 7
Henry Meyers	Branch No. 21
Walter Weaver	Branch No. 101
Charles Hass	Branch No. 92

President Voll's report, in its entirety, follows the close of to-day's minutes.

President Voll resumed the chair and announcing that Vice President Maloney would make his Annual Report, said "He has done so much work that it will be impossible for him to tell you about all of it in the space of one report. His travels in the interest of the Association have taken him from one side of the continent to the other, and in addition he was perhaps the real victim in Judge Anderson's court."

As Vice President Maloney gave an account of his activities during the past year it became evident that his work had indeed been strenuous and varied. In the narration of his experience he from time to time departed from the written page and gave graphic recitals of incidents connected with his work, many of which were highly dramatic. Over and again he emphasized the prime importance that all those who believe in the high principles of labor unionism should stay together. "When times come that try the souls of men is the great opportunity for courage and devotion to duty." He gave a very eloquent portrayal of the famed beauties of California and the far West, where his work had called him. His report in full follows that of President Voll.

On motion, the Vice President's report was received and referred to a committee. President Voll at once appointed the following:

Committee on Vice President's Report.

John Griffin, Chairman	Branch No. 9
Lawrence Tyler	Branch No. 26
Emmett Teagarden	Branch No. 38
Mrs. Elizabeth Malone	Branch No. 11
Otto Itchek	Branch No. 34

Secretary Jenkins and Treasurer Halton each made his Annual Report to the convention, on Wednesday, and on motion, with expressions of commendation, they were received and referred to the

Auditing Committee. They appear in order in the minutes of Tuesday's session, following the reports of the President and Vice President.

President Voll appointed the following committees, one of which, that of the Packers, is new in the history of the Association:

Union Label Committee.

John Arnold, Chairman	Branch No. 95
Mrs. Lillian Kelly	Branch No. 11
Richard Parker	Branch No. 121
William Thomas	Branch No. 22
George Guthrie	Branch No. 60
Charles Patterson	Branch No. 66
Ernest Bell	Branch No. 80
Louis Deutch	Branch No. 87
Harvey Umstead	Branch No. 114

Packers' Committee.

Cecil Young, Chairman	Branch No. 13
Joseph J. Dolan	Branch No. 24
Leonard Wallace	Branch No. 33
Albert Moore	Branch No. 45
Ernest Bell	Branch No. 80
Harvey Umstead	Branch No. 114

At 6.20 P. M. the convention adjourned to 1.30 o'clock Wednesday, July 13, 1921.

ANNUAL REPORT
OF PRESIDENT JOHN A. VOLL.

To the Officers and Delegates of the forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada,

GREETING:—It indeed gives me pleasure to welcome you one and all to this forty-fifth annual convention of our Association. Time, the leveller of all things and of all men has brought about great changes since we last met. Then prosperity of the highest character was with and among us, and was the thought for uninterrupted progress to higher achievements and greater liberty. To-day that condition has disappeared and we are left only with hope and that unfailing optimism characteristic of those whose aim is onward and upward. There is a saying, however, "It is an ill wind that blows nobody good," hence it is our belief that out of this extraordinary subnormal condition of affairs throughout the world there will arise a clearer and better understanding of the rights of men and government.

The seed of democracy has been planted the world over and while there are those who are laboring to destroy it there are others who reverence it to the extent that they will lay down their lives to protect it. And like the mustard seed it spreads and grows amidst thorns and thistles, and though things in life may at times appear dark and gloomy we have the satisfaction of knowing that the tides of liberty are ever gaining in breadth and force and that the time is approaching when we can truly say with Hezikiah Butterworth,

"The blue arch above us is liberty's dome,
And the green fields beneath us equality's home."

Let us play our part in hastening that time and day by always standing for the right and discharging honestly and faithfully whatever trust, large or small, is imposed in us. Bearing this in mind I pass to a recital and accounting of my trust to you, the delegates elected by the various branches.

WAGE SETTLEMENTS—1920.

At the Final Wage Conference which began on Friday, July 30th, and ended Monday, August 9th, the following agreement was reached between your representatives and those of the National Glass Bottle Manufacturers' Association.

BLOWN WARE.

Twenty-five per cent. increase over last year's scale on Colognes and Toilets in covered pots.

Twenty per cent. increase in both pot and tank furnaces on all other blown ware. Shops working day work to receive a minimum of $6.50 per day but should the average for the previous pay be greater than that amount, the shop to be paid accordingly.

One apprentice to fifteen journeymen and three-fifths of fifteen journeymen steadily employed.

The summer stop remained the same as for the season just ended.

Waiting period for bad glass was reduced to one hour in the blown ware department.

MACHINE WARE.

Narrow-neck machines fifteen per cent. increase on the entire list.

Day work on one-man machines $9.00 per each machine.

Wide-mouth machines, twenty per cent. increase on the entire list.

Day work on two-man machines, the percentage of increase granted to be applied to present day rate.

One apprentice to fifteen journeymen or a fraction thereof where a firm did not employ fifteen journeymen.

Summer stop in the machine department to remain the same as for the past season.

Waiting period for bad glass was reduced to one hour in the machine department.

FEED AND FLOW CONFERENCE.

Immediately following the blown ware and machine conference, your Executive Board, with representatives of this method of production, met manufacturers who operate these machines. A ten per cent. increase in wages was obtained for operators, which makes the minimum $5.28 for an eight hour day. Working rules remained the same.

STOPPER GRINDERS.

At a conference held in the national office, Philadelphia. August 23rd, a twenty per cent. increase in wages was obtained in the stopper grinding department on all wares with the exception of acids, carboys and reagents which took a fifteen per cent. increase.

OTHER CONFERENCES.

At a conference held in the office of the American Bottle Company, Chicago, beginning August 25th between representatives of the company and of our Association the following agreement was finally entered into:

> Working rules remained practically the same as during the past year. Wages were increased as follows: Mould changes on automatic machines, from $4.48 per day to $5.28 per day. Machine operators, from $4.48 per day to $5 per day. New men or learners on machines, from $4 per day to $4.52 per day. Assorters or packers, from $4.24 per day to $4.68 per day. New men or learners in the packing department, from $3.76 per day to $4.20 per day. Laborers, from $3.68 per day of eight hours to $4.08 per day, which is the minimum wage paid by the company. In addition, stipulation was made for higher rates of wages for different classes of work.

Conferences were also held at Millville, N. J., for all employees in and around the three plants located there, which resulted in a fifteen per cent increase in wages as a minimum.

PACKERS' WAGE SETTLEMENTS.

Again it is a pleasure to record that the packer branch of our trade secured increases in wages in every locality wherein there is organization among this class of wage earners, including also improved working conditions in those places that had not as yet reached standards to which they were entitled and which had been recognized in other plants. This continuous material help and physical aid to the members of this department, safeguarded as it is through agreement, contrasts the difference in wages and conditions as between organized and unorganized wage earners performing the same kind of work, for investigation relative to wages received and conditions of work among the unorganized shows a wide difference very favorable to those who are organized and practice collective bargaining.

AUTOMATIC MACHINERY.

This subject like Banquo's ghost will not down. In fact as the years pass from one to another, each succeeding one ushers in some improvement of this method of production or some new device different in its method of production from that which is already in operation; hence there is an ever changing aspect in our trade that will continue until the industry is as completely revolutionized as it is possible to be from and through the machinery that has been introduced and is being introduced into it and which includes devices for handling and taking care of ware and the shipping of it, as well as for producing it. Don't forget that. It is an important point. In connection with this it is well to inform you that a device known as the Howard Flow has been so perfected through years of experiment that it has appealed to a number of manufacturers as a competitor of all other machinery in the making of bottles. This is evidenced by the fact that they have installed it in their respective plants.

There has been no increase during the year in the number of machines operated by the Owens interests, I should say rather the number has been reduced, though without reducing the productive capacity of the company. This has been accomplished by scrapping the old machines and substituting therefor the newer type. The latest model we are informed is capable of producing a hundred and sixty-five two ounce bottles per minute, or sixty quart fruit jars per minute, and twelve gallon-carboys may be made at the rate of six per minute.

The Illinois Glass Company is building furnaces at Bridgeton for the installation of automatic machinery that will greatly increase its production through this method. At the Consumers' plant, Montreal, what is known as the Miller Flow has been installed. That these methods of production are profitable is evident from the report of the Owens Bottle Company, a part of which is here appended.

OWENS BOTTLE COMPANY SHOWS NET PROFIT OF MORE THAN $4,000,000 IN 1920—STOCKHOLDERS MEET APRIL 13, 1921.

In advance of the annual meeting of the stockholders of the Owens Bottle Company in Toledo, on April, there was issued on March 29, over the signature of President N. D. Libby, a consolidated balance sheet and income and expense statement of the Owens Company and its subsidiaries for the year ending December 31, 1920.

The balance sheet covers the operations of the Owens Bottle Company, the American Bottle Company, the Graham Glass Company and the Peytona Gas Company. Assets and liabilities at the end of 1920 were $35,879,476.34 respectively. Cash notes and accounts receivable and merchandise on hand as of December 31, aggregated $11,796,409.78. The report shows that of the authorized $18,330,100 in preferred seven per cent. cumulative stock, only $9,450,200 has been issued and that of the $30,000,000 common stock the amount issued is $11,037,575. The unapproximated surplus at the end of the year was $9,941,025.21. The income and expense account shows all income, including manufacturing profits and royalties, to have been $7,788,802.91 in 1920. After making deductions for general expenses, obsolescence and Federal taxes and contingencies the net profit was $4,222,205.41.

In the report it is stated that the physical condition of the company's properties has been maintained and improved and proper depreciation charges have been made. It is added that more detailed report of physical conditions and operating developments will be made at the meeting on April 13.

The consolidated income and expense statement of the Owens Bottle Company and subsidiaries for the year ended December 31, 1920, is as follows:

INCOME.

Manufacturing profit after deducting materials used, labor, royalties, manufacturing expenses and depreciation...		$4,343,490 08
Royalties		
Controlled companies and Owens factories	$1,549,181 65	
Licensed companies	576,432 38	2,125,614 03
Total manufacturing profits and royalties		$6,469,104 11
Other Income—		
Dividends on stock owned	$ 660,157 67	
Interest earned	187,182 35	
Profit on sale of investments	89,349 20	
Profit on gas and miscellaneous departments	294,676 04	
Miscellaneous income	88,333 54	1,319,698 80
Total income		$7,788,802 91
Expenses and other charges—		
Administrative, selling and general expenses, provision for doubtful accounts, dismantling expense, obsolescence, etc.		$2,143,197 50
Profit before providing Federal taxes and contingencies		5,645,605 41
Provision for Federal taxes and contingencies		1,423,400 00
Net profit		$4,222,205 41

NOTE: Dividends on stock owned include stock dividends received from licensed companies.

In the net profit as shown above, the Charles Boldt Glass Company and the Graham Glass Company of Oklahoma are included only to the extent of the dividends actually received from them. Were we to include the proportion of the profits of these companies applicable to our stock ownership, the net profit would be increased by approximately $182,000.

POLICY TOWARD AUTOMATIC MACHINERY.

Our future outlook as to jurisdiction and policy regarding automatic machinery has been definitely settled and your officers are doing everything humanly possible to put into execution the things that have been outlined and agreed upon, and I may say with pardonable pride, so far with considerable success; but no definite decision other than what the constitution empowers for immediate action in case of emergencies as to the future policy and procedure has been made by our hand-blown and semi-automatic machine departments. There are two things to seriously consider in this connection. First, whether these two departments shall remain passive to what now seems to be the rapid encroachment and displacement in employment of members therein; thus accepting displacement as a matter of course through which some, for the time being at least, will be compelled to transfer their labor power into other lines. Second, if it becomes absolutely necessary to maintain and perpetuate active employment of a great number of our members in these departments, shall there be such adjustments as will safeguard their interests along these lines? I hope every delegate will read this carefully.

These matters are presented to you in this manner because we have reached that stage in the progress and development of the glass bottle industry, through simplified methods of production, where a crisis may be thrust upon us at any time which would result disastrously were we not prepared, at least in our minds, to immediately recognize the gravity of the situation and thus be in a position to make whatever provision is within our grasp to meet and cope with it without causing such reaction as would menace the stability of the Association.

Automatic machinery in our trade is functioning in a manner highly satisfactory to those companies that have made this method of production a specialty, and it is only a question of a short time when other plants that employ divers methods of production, including automatic, will bring this method up to the standard in quality and quantity of that attained by the companies making a specialty of it; hence it is our duty to calmly view the situation in its every aspect, as it may apply to us for weal or for woe, and to make such provision for meeting and co-operating with changing conditions as in the combined judgment of this delegate body will be for the best interests of the entire industry.

I sincerely trust that the thought herein expressed on the subject of machinery will be given marked and earnest consideration by the delegates to this convention.

STANDING OF THE ORGANIZATION.

While there is little progress to be reported in the organization of new branches during the past year, there being but one organized, Number 135 of Geneva, New York, I feel that we can congratulate ourselves that only three branches lapsed—No. 96 at Clarksburg, W. Va., owing to installation of flow machines, and the packer and miscellaneous branches at Minotola and Bridgeton, N. J., owing to the action of the Illinois Glass Company.

When we consider the extraordinary slump in business which has been throwing millions of wage earners out of employment and, in addition, the intensive drive for the open shop launched and conducted by the capitalists of the country, we can consider ourselves fortunate in the manner in which we have held our ground.

OUR STRUGGLE WITH THE ILLINOIS GLASS COMPANY.

In my report and those of other officers to the convention at Chattanooga a year ago full and detailed information was presented to the delegates relative to the strike situation at Gas City, Indiana, and our efforts to educate and organize at Alton, Illinois. The report also informed that the Illinois Glass Company had purchased the Cumberland Glass Company's plants at Bridgeton and Minotola, N. J. It was shown that, regardless of a court injunction at

Gas City and use of the spy system, the men and women on strike were just as faithful and determined after a year of struggle and sacrifice as they were on the day they ceased work in protest against tyrannical conditions and an unfair and unjust wage. It was recommended and by unanimous vote acquiesced in by the convention, that the struggle be continued, and further agreed that if the company refused to settle difference or to enter into agreement with us at Gas City, our members would not be permitted to work in plants owned by the company at San Francisco, California, Chicago Heights, Illinois, and Bridgeton and Minotola, N. J. In order to forestall or weaken this contemplated action a bill of complaint was filed by the attorneys of the Illinois Glass Company, citing violation of the injunction issued against us by the Federal Court on October 7, 1919, and forthwith Vice President Maloney, Executive Officer Roberts, Charles Call, the members of the committee conducting the strike, and a number of other strikers were summoned to appear before Judge Anderson at Indianapolis on July 27th to prove their innocence or show cause why they should not be sent to jail, or fined, or both.

Through the efforts of our attorneys the case was not called until July 29th and at the hearing on that date continuance of time was granted until October 4th, the court stipulating, however, that Vice President Maloney and Executive Officer Roberts should remain out of Gas City and Marion, and any and all support of members of the strike committee be discontinued; in other words, a choking to death of supply and effort at the source through which our struggle was fed.

We then made effort through the Federal Department of Labor to settle the warfare, but it was of no avail. The company fully realized the strength of its position through the action of the court and while the mediator was treated with courtesy, the only thing he could get from the company was that if the strike was called off the strikers would be treated with fairness. Circumscribed as we were through the injunction issued against us, and the citation for violation of the injunction, further limiting the scope of our activities, we were placed in such a position that it would have resulted in industrial suicide to have continued the struggle; consequently, with full and harmonious action and accord of the strikers and their committee the strike was declared off on August 19, 1920. Thus ended a game and bitter struggle for human rights and industrial justice.

Through intercession and negotiation of some manufacturers who had the welfare and safeguarding of the entire industry at heart, the officials of the Illinois Glass Company and representatives of our Association were brought together at Atlantic City during the final wage conference. At this conference the officials of the company informed they would agree to abide by the rules and pay the wage scale agreed upon in the final wage conference for blowing bottles by hand and semi-automatic machines, but that they would not agree to pay the wage scale agreed upon for flow and feed devices, or deal with men as an organization operating these devices or operating the Owens automatic machines. Neither would they recognize or deal with organizations of packers or other labor employed in and around their plants.

After a long discussion on this arbitrary position in which every effort was made to have it modified, the officials were informed that we would be compelled through their stand to advise our members not to accept employment in their plants at San Francisco, Chicago Heights, Bridgeton and Minotola. They expressed their regret but refused to change or compromise, saying they would arrange their plans so as to produce without us though it would cause them some expense and inconvenience. The conference thereupon adjourned. Its proceedings were marked with courtesy in speech and manner as well as earnestness and determination on both sides. Immediately thereafter the conferees representing the Illinois Glass Company's interests were withdrawn from the conference.

Later on at a meeting of the Executive Board every phase of the condition of the Association and the strength of the relative positions were gone over at length and in detail and it was unanimously decided to advise our skilled members to accept employment in the plants of the Illinois Glass Company under the conference agreement that had just been adopted. The wisdom of this action must be apparent to all, and while much could be written in elaboration up to and after the final decision of the Board, future policy and practice and the ever changing aspect of the industry makes it necessary that we refrain from discussing matters in print that later on might rise as a barrier to progress and achievement.

At Alton all suits against our officers, the labor paper and some of the active trade unionists of Alton were withdrawn by agreement of the attorneys on both sides, to which all those involved gave their consent. A plea of guilty was entered for the spies and thugs who assaulted Executive Officer Campbell and Organizer Al. Harris of the American Federation of Labor. A fine was imposed which was paid by the company as were also court costs, this being a part of the agreement. The final chapter in the court proceedings took place before Judge Anderson in October, the details of which will be given in the report of Vice President Maloney.

Pursuant to this recital of facts and conditions relative to our industrial warfare with the Illinois Glass Company it is obvious that we should briefly consider law and the courts in their relation to men fighting for human and industrial rights. When the question is asked to-day, What are Labor's rights in the law? the answer is, No one knows, because the rights of wage earners associated together in organizations are determined by the conscience, the whim, the will or the caprice of judges in courts of equity. Through this method of determination we find that what is held to be lawful in one locality is held to be unlawful in another. Not only does this uncertainty of his status confront the wage earner in the interpretation of the law but he finds in pursuing what he believes to be right and lawful activities in furtherance of his interests and of those associated with him, he is made the victim of judge-made law through injunction, misinterpreted as law, which in reality is a type of force and coercion under the dictate of an autocrat or autocrats for which there is no foundation either in the organic or statutory law of our land.

This type of force and coercion has gone so far and is so discriminating in application as between property rights and human rights, and the associations of capitalists, corporations and business interests, and the associations of labor, that they are beginning to be looked upon by the wage earners of our country as catering to and creating a class distinction, particularly so by those wage earners who have been victimized by this process of judicial usurpation of power and authority. For this usurpation there is no warrant of law. It has been given forth in edicts from minds unfamiliar with the great and continual changes in economic conditions and relationships in industry, and minds in which a case as a rule is prejudged on account of the bias and prejudice which find place and are harbored in the mind of the person who passes on the equity of the contention.

These are serious accusations. They are made in no light vein of mind nor in a spirit of retaliation and would not be made or thought of were it not for the outstanding fact that the practice of liberty is being so circumscribed through injunctive process that it becomes the paramount duty of every lover and supporter of true liberty to not only raise his voice in protest but to supplement it by action in conformity with the pronouncement of delegates comprising representatives of all the international and national unions, who assembled in conference on the 23rd and 24th of March last, at Washington, D. C., under the banner of the American Federation of Labor. This is as follows:

Injunctions Restore Feudalism.

> The revival of the unrestrained use of the injunction also imperils the stability of our economic structure. For six years the Clayton Act accepted on all sides as the established law of the land, to an appreciable degree checked the abuse of the writ of injunction. A majority of the justices of the supreme court have swept away this strong barrier against a feudalistic legal concept and labor finds itself again at the mercy of an unlimited use of the judge-made law. The injunction as it is now used and abused in labor disputes is without sanction either in the constitution or in the fundamental law of the land. It is a pure usurpation of power and authority. The only possible and practical remedy in the face of a power so usurped and so completely unjustified lies in a flat refusal on the part of labor to recognize or abide by the terms of injunctions which seek to prohibit the doing of acts which the workers have a lawful and guaranteed right to do, or which seek to compel workers to do those things which they have a lawful and guaranteed right to refuse to do. This is the only immediate course through which labor can find relief and this course it purposes to pursue. Labor realizes fully the consequences of such a course but in the defense of American freedom and of American institutions it is compelled to adopt the course, be the consequences what they may.

In further substantiation of this declaration I quote Mr. Gompers in his reply to Ex-President Taft who editorially upheld the decision of the United States Supreme Court in the Duplex Printing case. Mr. Gompers said: "Law and courts forfeit all right of respect when they seek to transform themselves into agencies for special interests."

Following up the declaration by labor and the quotation by Mr. Gompers we find that Thomas a'Kempis, better known in the religious world as St. Thomas Aquinas, recognized as the greatest theologian of all ages, says: "Human law is law only by virtue of its accordance with right reason, and thus it is manifest that it flows from the eternal law, and so far as it diverts from right reason it is called an unjust law; in such case it is no law at all but rather a species of violence."

Such we hold are the decisions of our Federal and Supreme Courts in granting injunctions against things which we have a lawful right to do and through which they set aside laws enacted by Congress and state legislatures, substituting therefor a species of violence that is no law at all but which is accepted by state courts as a precedent, thus becoming more binding upon the people than statutory enactment. To wipe out these decisions it takes years of legislative effort and much sacrifice, a long and slow process that wage earners were satisfied to follow in order that society might function harmoniously and stability of government be maintained. But when we find that after many years we have been successful in having laws passed that give a measure of protection to the human element in industry in its competition and struggle with the property element therein, only to have these laws perverted or abrogated by judicial decision, then it becomes our duty as patriotic citizens to refuse to obey this species of violence, in order that liberty may be maintained and perpetuated, accepting through this disobeyment whatever punishment may be meted out, conscious of the fact that our action is fully justified and that no stigma will rest upon those who legitimately and peaceably resist the dictates of autocrats, be they imperial, monarchistic or judicial in character.

REORGANIZATION.

During the past year our work of reorganization met with a temporary set-back, owing, first, to the great general slump in all industries throughout the country, which resulted in millions of wage earners being thrown out of employment through curtailing or stoppage of production; and, secondly, to the arbitrary and autocratic action of the Illinois Glass Company in refusing to recognize organizations of packers and miscellaneous workers in their plants at San Francisco, California, Gas City, Indiana, and Bridgeton and Minotola, N. J. Notwithstanding this state of affairs your officers have been working faithfully and diligently to promote, foster and extend organization under our reorganization plan. And, regardless of the extraordinary handicap that had to be overcome because of the conditions confronting us, they have been successful. This is evidenced by the fact that after much parleying, numerous conferences and considerable correspondence, jurisdiction has been secured over practically all flow and feed devices installed since we last met.

This task and achievement was not easy of execution, as no doubt you will learn from reports of some of the officers. Knowing and realizing the difficulty and delicacy of the work performed, I take this opportunity to commend Vice President Maloney and members of the Executive Board for the manner in which they all acquitted themselves of the task or tasks assigned them.

The securing of jurisdiction over automatic machines is not the only thing that is necessary, because after this has been secured we must see to it that the machine or device produces to its upmost capacity in quantity and its very best in quality. It is through hearty and thorough co-operation that we will remove unwarranted prejudice and suspicion relative to the aims and objects in our reorganization progress. In addition we will make ourselves so valuable as to commend our Association and its members to all firms and corporations using the automatic machine method of producing bottles. By reading my reports to the conventions of 1919 and 1920 on this subject you will clearly note therein the advice and what may be termed warning to proceed cautiously and judiciously in order that the integrity and stability of the Association may be maintained.

That this advice and warning were not given on the spur of the moment or without good cause was made evident during the past season. The tendency and disposition on the part of a great many new members coming into the organization and the branches which they formed, were for direct action and a disregard of our fundamental laws and collective bargaining system. As your chief executive I had hoped that time and experience and a better acquaintance with our laws and practices would reveal to them their error and that they would realize the limitations to organized effort on the part of wage earners as well as the necessity for solidarity, orderly procedure and self discipline. However, instead of our hopes being fulfilled we were brought to see that sound, sane, progressive success only aggravated the tendency and disposition of those members, and that patience and advice relative to the attitude assumed and actions threatened were taken as fear and weakness on the part of the association. This finally culminated in threats to strike and refusal to abide by agreements made at wage conferences, because all was not secured that was demanded and expected.

At the wage conference negotiated with the American Bottle Company at Chicago, last August, five men from Streator, four from the miscellaneous branch, No. 23, and one from the machine and packer branch, No. 3, after taking part in the conference refused to sign their names without the sanction of the branch.

A short time later Vice President Maloney and Executive Officer Roberts, with a committee of packers, met the firms employing them at Terre Haute, to negotiate a wage scale and working conditions, and because the branch and committee's demands were not met with they repudiated the agreement made by the officers and struck the three plants at Terre Haute. The branch was immediately expelled and Vice President Maloney and Executive Officer Roberts were instructed to spare no expense or effort to man the plants under the agreement which they had made with the firm's representatives. I am pleased to inform you that the strike was of only a few days' duration, the men returning to work and later applying for reinstatement, which was granted upon their complying with conditions which had been imposed, one of which was a fifty dollar fine and their promise to hereafter live up to the laws, rules and practices of the association. Branch No. 95 of Tarentum also struck and was instructed to return to work immediately or stand expelled. I am pleased to say that our instructions were complied with.

These actions taken in connection with the letter sent out last season by the packer branch at San Francisco and the letter sent to many of the delegates in attendance at the convention in Chattanooga from Anacortes, Washington, signed "Yours for the One Big Union," bear out the necessity for and the timeliness of the advice given to the two previous conventions. The trouble is that too many wage earners feel that a union should accomplish the impossible, straighten out any and all conditions, all injustices and inconveniences, and if this is not done they feel it is then in order to immediately violate law and criticise and condemn the instrument that creates for them higher standards of life and greater liberty.

We have come to that time in our association when it is necessary to say to men of this stripe and character that "You neither understand nor appreciate what has been done for you by and through the men who without complaint made every sacrifice necessary to build up and maintain this organization. If you do not care to accept of its bounty and go along as they have gone along, there are other men who will take your place. And if your understanding, your attitude and action are the same, your membership in this organization is for no good purpose and consequently must cease."

This organization cannot remain intact and uphold its system of collective bargaining if individuals and branches are to use their own discretion of acceptance or rejection of wage agreements negotiated in conformity with the laws, practices and principles of many years' standing of the association. This is a matter of grave concern, especially when we consider the effort that is being made to destroy trade unionism through the open shop attack from the outside, the unscrupulous, damnable spy system from the inside, and the boring-from-within movement.

Much more could be said on this phase of the subject but time and space will not permit; suffice it to say, however, that no subject to be considered by this convention is of more importance to the future welfare and progress of the Association than this one. In furtherance of this work of reorganization I met Mr. M. J. Owens in conference at Toledo, February 1st. I would recommend that our reorganization work be continued in accordance with the plans and policies outlined, as they have been found safe and effective.

NON-UNIONISM.

Non-unionism as it was known in and throughout our trade for so many years is at this writing almost a closed chapter, and unless conditions are created that will give incentive to this unfair and unprogressive method of operation there is little likelihood of its revival; much however will depend upon the manner in which the industry is handled and the conditions of relationship that shall prevail between employers and employees in the industry.

While this condition as outlined was made possible only after many years of hard work, strike and sacrifice and is I am sure pleasing and highly gratifying to all, there is looming up for future contention and solution another phase of non-unionism that will require the best thought, judgment and generalship of which we are capable to overcome and bring within the realms of sound industrial progress and business practice. It is the non-unionism that has developed in our trade with the introduction of automatic machinery. Fortunately up to the present time its method of functioning has not been destructive as was non-unionism of the days gone by. In fact, with the exception of a few temporary instances, it is rather constructive as far as keeping the industry upon a fair paying basis is concerned. The danger to the whole fabric comprising the industry from this new angle of non-unionism in our trade is the tendency toward complete monopoly and a strong leaning to paternalism instead of the well-regulated, clean-cut democracy that must prevail and govern in industry if the right of private ownership of property is to be maintained and perpetuated.

Our aim henceforth should be to bring about such understanding, principally through conference and moral suasion, as will not only continue democracy in the industry as at present practiced, but by conciliation and mediation of misunderstandings and disputed points, and honest co-operation, to so closely interweave the interests of employer and employee as to create a relationship and an efficiency that it would be detrimental to either or both sides to abrogate.

These things, brethren, are within both the purview of possibility and probability if good common-sense and reason shall be our guide in all dealings and transactions pertaining to this changed problem.

THE OPEN SHOP—Where it is Leading.

Those capitalists, captains of industry, statesmen, jurists, business men and friends of the open shop, so-called, through whom a drive is being made to crush organized labor, might to their advantage ask each other this question: "Whither are we going and in what direction?" If they will but stop to examine history and then reflect on the progress of civilization, taking into account the different stages of partial emancipation of the masses and their progress and development, they will readily see we have reached that stage wherein force, mental suppression, misrepresentation and bribery can no longer stop or prevent the full exercise of religious, political and industrial freedom. Blind, apparently, though, to all that is going on around them, with the exception of their watchfulness for gain, power and glory, they do not realize the tremendous forces that are gathering together and sweeping forward to change industrial and commercial conditions so as to make them more democratic in form and in practice. They refuse to realize it until caught in the maelstrom from which they will emerge like the rest of society, floundering for stability, peace and tranquility that will be hard to establish or to find.

To read statements of this character we fully realize brings only cynical smiles to the faces of those who, imagining themselves secure through the influence their wealth commands, stand ready as heretofore with abandon to force manipulation of industrial and commercial affairs as they see, view and will them, regardless of how detrimentally such manipulation affects society practically as a whole. This fact has been established by unimpeachable evidence and visible action during many years, and instead of correcting the evil practices the position has been taken and the attitude assumed of "What are you going to do about it?" It is for this purpose they advocate the destruction of one of the strongest forces within government that stands between them and the exercise of a revelry in the exploitation of the people. Neither do they stop at the destruction of the trade union movement as one of the barriers to their possession of greater power and greed, but the open shopper, headed by the capitalists, would also subordinate the church to its purposes. Concrete evidence of this is brought to light in the withholding of funds from the Inter-Church World Movement because a committee of honest, God-fearing churchmen and laymen refused to suppress a report of the true conditions in and surrounding the steel industry and the strike which recently occurred in that industry, during which time there was oppression of the strikers and suppression of civil liberty by state and municipal authorities through the influence of the United States Steel Trust and the advcocates of the open shop. This, interpreted, would mean destruction of trade unionism and was clearly proven by the Lockwood Investigating Committee in New York, while delving into the building conditions of that city and state. The same methods that were used to influence the report of the Inter-Church World Movement in its report of the steel strike are also used to suppress criticism and action by the Catholic Church against industrial wrongs.

Happily, however, money cannot buy the soul of christianity. It might sway or bend it for a time under circumstances and conditions that make strong, aggressive action on the part of the church a negligent factor, but the soul is there and will breathe its influence for right against wrong no matter what power or influence is brought to bear in support of wrong. Hence labor being organized along lines of christian principles and conforming to christian doctrine in its relation to government, the church rightfully takes the position in opposition to the so-called open shop. And well it may, for any keen observer of passing events can clearly see that throughout the world today there are three great forces striving for mastery—christianity, capitalism, and communism or socialism. Capitalism now holds the upper hand, but this cannot last, for it is materialistic and has no soul; but if its potentiality in its present position is such that it can hold on until the people of a state are goaded into desperation, then as sure as day follows night communism or socialism will supplant capitalism; thus at one stroke taking from the capitalist all power in the holding and distributing of wealth necessary for the functioning of industry and commerce.

This state of affairs will not necessarily be brought about by revolution, but by evolution in an orderly process in conformity with the basic law of our land. This change of power will not mean the substitution of christian and democratic principles in industry for the autocratic principles that now prevail—on the contrary materialistic power and scope will be strengthened in its autocracy and broadened to eventually check in a much greater degree, if not suppress altogether, governmental activities upon a constitutional basis of universal suffrage and majority rule. Consequently, if we are to continue under christian principles and practices it will depend entirely on how far the capitalists who are heading the so-called open shop forces, try to force their crushing aims upon wage earners, organized and unorganized, and how far they pursue their tactics toward subjecting the church to the will of mammon.

History teaches that power has no conscience. It thus remains to be seen if the power now held by capital will heed the lessons of history and so conform to law and justice as to leave to each citizen his right of equality of opportunity and the practice of democracy in every legitimate sphere of activity. That there may be no doubt about it, however, it is our duty to be ever watchful and ready to make whatever sacrifice is required to defeat this autocratic attempt to destroy our present liberties and prevent progress toward greater liberty.

RELATIONS WITH THE AMERICAN FLINT GLASS WORKERS' UNION.

Relations with our sister organization continue to be most harmonious. This is reflected in honest co-operation in adjusting matters in controversy with firms, which involve the lists or working rules of one or both organizations. It is a matter of compliment and gratification that toleration and good-will have firmly supplanted the strife and animosity prevalent between the organizations a few years ago. This relationship further reflects itself in the general improvement of relations between organizations in the trade union movement of our country, the final result of which is a united front on matters vital and important for the welfare of the membership of the respective organizations and society as a whole.

RESIGNATION OF J. L. LANOUX.

Early in September I received a telegram from Executive Officer Lanoux tendering his resignation on account of having accepted a position with the Dominion Glass Company. The resignation was accepted with much regret as Brother Lanoux had always been a faithful and efficient officer. He was loyal to the cause, honest in his dealings, upright and fearless in his actions. I feel that I speak for the entire membership of the Association in wishing him unbounded success in his new position.

APPOINTMENT OF WILLIAM WARREN.

You will all readily realize it was no easy task to select a successor for the position thus left vacant, and some time elapsed before a decision could be made in my mind. However, on December 31, 1920, I tendered the appointment to Brother William Warren of Montreal, member of Branch No. 18, and he accepted.

Brother Warren has been a delegate to a number of our conventions. He is a brother with whom many of you are acquainted, and who I felt sure had the qualifications for the office, and that he does have has been demonstrated since he took the position. I sincerely trust my official action will meet with your approval.

FINANCES.

It is with pleasure we inform you that Secretary Jenkins' report will show a substantial increase in our finances over last year, and this regardless of the industrial depression which grasped and has held the glass bottle industry far below normal in production during the greater part of the year, resulting in considerable enforced idleness of many of our members. This condition of affairs naturally cut heavily into the revenue that otherwise would have come into the treasury of the association. However with the practice of economy and conservation of our resources we find our treasury considerably advanced toward the three hundred thousand dollar goal which we set for ourselves at the last convention. This will no doubt be a matter of satisfaction to this body and our membership as a whole.

I take this opportunity to commend Secretary Jenkins and Treasurer Halton for the faithful and conscientious manner in which they have carried on their work of handling the finances of the association.

CHANGES AND COMPARISONS.

Seventy-six branches replied to the questionnaire sent out to obtain statistics for information to this convention.

In the blown ware department fifteen branches reported stocks heavy; 26 reported stocks light or normal. Sixteen branches in the machine department reported stocks heavy; thirty-one light or normal.

There were reported 236 narrow mouth machines and fifty-two wide mouth machines hand operated. One hundred and twenty-one blowers were displaced by machines. Thirty-four branches reported that blowers were given an opportunity to work on the machines.

The figures show the average daily wage for blowers employed to be $7.75; semi-automatic machine operators $8.40; stopper grinders $8.40; packers $4.65.

In replying to the request for the figures on the flow and feed device the report states one hundred and four are employed. We presume this means machines and not feeders.

Thirty places report having flow and feeders as follows:

Sixteen Hartford-Fairmount; Ten Howards; Three Millers; Illinois-Pacific have one of their own in San Francisco; Nivison Weiskopf have one of their own at Reading; Two places operate the Graham; Bridgeton reports the feeders have not operated since January first.

The production is reported as follows:

St. Louis reports four hundred and fifty dozen in eight hours; Baltimore reports seventy-five per cent.

Salem, N. J., reports five ounce 2400 dozen; twelve ounce 1400 to 1500 dozen; Two ounce 2200 dozen; sixteen ounce 1200 dozen; 36 ounce 500 to 600 dozen. They do not say in what number of hours.

Zanesville reports 1500 dozen in eight hours, one feeder working, one idle.

Reading reports 400 dozen six ounce; 150 dozen twenty ounce.

Brockwayville reports 600 dozen in eight hours.

The one feeder at the Flaccus plant is down.

Lancaster, N. Y., cannot say what production is obtained. Men are receiving thirty-five dollars per week.

Lockport, N. Y., reports 11,500 quarts, 13,000 pints—milks. I presume this means in twenty-four hours.

There is one Howard flow ready to install in Olean, N. Y.; Parkersburg, W. Va., 245 gross of milks in twenty-four hours; Terre Haute 750 dozen eight ounce; Winchester, Ind., 90 gross per feeder per turn; Wallaceburg 200 dozen in twelve hours; Glenshaw, Pa., 110 gross per feeder in twenty-four hours; Kansas City 360 dozen (no time specified); Pittsburgh (Hamiltons) Milks; 85 gross pints, 80 gross quarts in eight hours; Miller Flow at Atlantic Bottle Company, Brackenridge, Pa., no figures given; Mount Vernon, Ohio, Milks 250 gross quarts, 300 gross pints. (This probably means twenty-four hours); Coshocton, Ohio, 30 to 40 gross (Graham Flow); Lynchburg, Va., Branch says there has been no ware made as yet.

Hazelhurst, Pa., gives the following itemized account of the daily production for one week of ten ounce Ammonias:

First Shift	480 Dz.	468 Dz.	480 Dz.	504 Dz.	492 Dz.	432 Dz.
Second Shift ..	420 Dz.	456 Dz.	516 Dz.	456 Dz.	468 Dz.	468 Dz.
Third Shift	468 Dz.	480 Dz.	480 Dz.	492 Dz.	432 Dz.	468 Dz.
First Shift	432 Dz.	468 Dz.	468 Dz.	468 Dz.	468 Dz.	444 Dz.
Second Shift ..	420 Dz.	456 Dz.	504 Dz.	432 Dz.	456 Dz.	444 Dz.
Third Shift ...	432 Dz.	458 Dz.	468 Dz.	468 Dz.	444 Dz.	456 Dz.

Evansville, Ind., 500 dozen in eight hours; Clarion, Pa., 1300 gross in twenty-four hours; Montreal did not send in any reply.

This, brethren, brings forcibly to our minds the remarkable changes that are taking place in the glass bottle industry and with which our Association must cope; hence the necessity for carefully weighing and considering any proposed legislation that applies to these changing methods and conditions, because a false move or step at this time would be greatly detrimental to our present status and future progress.

STANDARD CAPACITY.

Under the guise of this caption and with the view and intent in mind of safeguarding the interests of the public, bills are at times introduced in Congress that if enacted into law would be detrimental to the glass bottle industry. A bill known as the Haugen Bill was one of these measures. Its seeming simplicity was its greatest danger in that most legislators would immediately conclude that to support it would be for the best interests of all the people. It was only by good fortune that this measure which would have greatly hampered and circumscribed activities in the bottle industry did not become a law.

Upon our instructions Secretary Jenkins made two trips to Washington and directly thereafter an appeal was made to all branches whose immediate responses was the principal factor in preventing the bill from being reported out from the Senate Committee to which it had been referred. Other factors were the Glass Containers' Association and Manufacturers of Extracts.

This bill was again introduced almost immediately the present Congress convened; was referred to the Committee of Agriculture and without a hearing to any of those interested in the measure, with the exception of the Bureau of Chemistry where the bill originated, was reported out favorably. However sufficient pressure was brought to bear so that a hearing was given to the forces in opposition and Secretary Jenkins again represented the Association. The bill is now pending before Congress and has been so represented to the membership of that body as to make the average member feel that the consuming public is being defrauded or imposed upon when buying goods put up in glass containers, when in fact, the glass container is the only container in which the contents are visible and through which it is possible to judge as to quantity and reasonably select as to quality from appearance.

This attempted legislation only goes to show how necessary it is at all times to keep in touch with what is going on in Congress and State legislatures. It is a pleasure to report that for the first time in the history of our opposition to detrimental legislation there were strong supporting agencies outside of the Glass Manufacturers' Association. Through the activities of the Glass Containers' Association all those firms who use glass containers or manufacture appliances for containers are being welded into an organization for the protection of the bottle industry and their own particular business.

These increased members and the wide scope of activity with the greater influence and pressure the combined forces can bring to bear is certain to cause legislators to think and inquire before hastily passing a measure as the Haugen Bill was passed through the House of Representatives at its last session. In addition to this, organization and co-operation of all agencies directly and indirectly connected with the glass bottle industry should make for closer contact and better understanding between the different groups, thus creating an interest in each other's welfare which in turn if put into practice will protect and stabilize the industry as no other method could.

PRELIMINARY WAGE CONFERENCE.

At the Preliminary Wage Conference held at Atlantic City, May 3rd to 6th inclusive, the manufacturers presented the following requests:

Strike out Wide Mouth lists in all Tank and Pot lists.

The eight hour day shall be made optional; firm to decide. Add this amendment to paragraph 1 of the Sections as they are now printed:

"Where a factory works two shifts only it shall be optional with the firm to work eight or nine hour shifts."

The following sections pertaining to workmen carrying moulds to and from the ovens to be stricken from the lists:

Section 42 Tank List
Section 42 Covered Pot List
Section 28 Machine List

Paragraphs "K" and "L" of Section 2 in Tank and Covered Pot lists be stricken from the lists.

The list price on Quart Milks made at 26 oz. weight, page 8 of the machine list to be changed from 46 cents to 36 cents.

Inasmuch as many arguments constantly arise between the manufacturers and the workmen over the difference between colognes and toilets, which arguments are caused by the inconsistencies in the two lists for these bottles, the manufacturers demand that we request a reconsideration of these lists with the idea of consolidating them into one list.

In view of the unanimous demands of our members for a revision of the various wage scales, taking into consideration the many conditions that confront our industry, and having before us the knowledge of the very considerable reductions in the cost of living during the past months, and which costs will be further reduced within the next few weeks, we request a substantial reduction of the wages in all lists, viz: Covered Pot, Tank, Machine and Stopper Grinders Lists, and also in the day rate wages as established by the rules.

The greater part of the conference was taken up in argument over these requests, a synopsis of which appeared in the preliminary conference minutes and from which a good idea can be obtained relative to the contending position and attitude of both sides. Your conferees combated the requests with all the skill and ability they could command as the report will further show.

The conference was animated by a spirit of fair play and good-will. The manufacturers were represented by their full committee for the first time during the past seven or eight years. This is encouraging even though their greater number meant a greater reservoir of thought and argument from which they could draw, and a greater solidarity of purpose. The interest manifested made it plain that they would continue to practice and adhere to the principles and practices of collective bargaining which the open shop advocates are trying to destroy.

TRADE JOURNAL.

Judging from expressions received from the membership I feel that we are all proud and pleased that our association is now in possession of a medium of expression through which it can better protect its interests and disseminate its principles and policies. It should be the pride of every member to keep the journal on as high a plane as possible and to safeguard its issue by at all times insisting that it shall never be diverted from the principles and policies to which it is dedicated. By doing this we will not only serve our own interests but the interests of government and the masses generally.

INTERNAL AFFAIRS.

During the year the national office received requests for loans from six branches, the first of which came in December. Our reply to this branch embodied the reply to the other branches. It was unanimously approved by the Executive Board at its meeting in February. In order that all may clearly and definitely know the law and the pronouncement of the association thereon it is herein submitted for your approval or rejection:

Philadelphia, Pa., December, 1920.

Mr.. Secretary,

....

Dear Sir and Brother:

Yours of the .... instant requesting loan has been received.

In reply thereto I wish to first inform you that I am appreciative of the manner in which the request has been made, and I may add, deeply touched that the conditions prevailing in .... so detrimentally affect our members and nothing would give me as the chief officer of the Association more satisfaction and pleasure than to be able to say offhand that we are in a position to do so and willingly grant the loan which your Branch requests. However, I am sure your membership will realize and also sympathize with our position in the obligation which we take, to regardless of friendship or anything else that might arise to affect us, faithfully and diligently guard the interests of the Association so that it will not be weakened to the extent that an enemy attack could easily or without much effort over-throw it.

Our treasury is down now lower than it has been in years as you will note by the quarterly report and were money to be loaned from it at this time with the number of plants closed down and members of the different Branches idle, it would be but a very short time until there would not be sufficient funds in the treasury for the Association to function, and were money loaned to one and withheld from another, the discrimination would cause such dissension as to create a condition equally as bad as if the Association had no funds and could not function.

I fully realize what you say regarding the payment of the loan which was made to your Branch some years ago. I regret exceedingly this cannot be said about all Branches that obtained loans at that time and it is for this reason as much as anything else that former conventions have said emphatically to the officers that there shall be no individual or Branch loans or donations; and again, the treasury of the Association was never accumulated for the purpose of using the money therein for out-of-work aid or help, though when the emergency arose during the crisis of transition in our trade from hand-blown to semi-automatic and automatic machinery, the experiment was tried by the Association of loaning money to Branches and the experience proved such that the representatives of the rank and file in convention emphatically repudiated the experiment. Resolutions, however, had been offered from time to time for the purpose of creating an out-of-work fund paying a special assessment therefor. These resolutions were overwhelmingly defeated because as stated the membership at large would not consent to assess itself for that purpose, consequently nothing has ever been done looking toward relief of this character.

I sincerely regret conditions are such as you describe and can only hope and trust that there will be a revival of business in the near future whereby our membership can be employed. In conclusion it is to inform that I shall submit your request to the Executive Board when it meets which will be sometime in January or February for such action as it in its wisdom may desire to take.

I have herein outlined the facts and called attention to the obligation of the officers and it contains no false hopes to be shattered and thus make the situation even more aggravating than it is at the present time.

Sincerely regretting conditions are such that we are not in a position to hold out hope for relief, and with kindest regards and best wishes to yourself and all members.

Fraternally yours,

(Signed) JOHN A. VOLL, President.

Other matters of importance pertaining to this subject will be laid before you during the course of proceedings of the convention.

Much inconvenience and annoyance have been caused to the office and the preliminary conference by not having a stipulated time for the submission of resolutions. This condition results in impairment of efficiency and is sometimes the cause of misunderstanding between branches and the office. I would therefore recommend that a stipulated time be agreed upon and a date set after which resolutions to the May Conference shall not be received for consideration and action.

GOOD AND WELFARE.

Under this caption it is well to point out the wisdom of adopting the system under which our association does business with those firms and corporations who employ its members. The extraordinary industrial crisis we are now passing through shows to us conclusively the value of agreements. While wages were being reduced and hours lengthened in some industries and in many localities our minds were not disturbed with the feeling that each day might find us among the victims of the labor liquidation policy inaugurated by the capitalists of the country in order that they might maintain their own excessive profits and yet make slight reduction in the price of commodities. Our applied principle in the past of always living up to agreements entered into has not only proved a bulwark to us in maintaining wages, hours and working conditions during this period of stagnation and attempt to destroy trade unionism, but the reliability and dependability of the association as recognized by those who deal with us was a strong factor in maintaining stability in the industry so necessary for the preservation of the gains that have been conceded to us through many years of effort and sacrifice.

In addition was the general policy of allowing a division of time among our members in plants that were operating part capacity. This was due to the repeated appeals and representations made from time to time under our conference system to the employers. The system of dividing time during periods of unemployment is so humane in practice, and results in so much good to the individual and society as a whole that we should strive to our utmost to make it apply universally throughout not only our own trade but in all employment.

TRADE REVIEW.

At the beginning of September, 1920, the outlook for a steady and prosperous run was never better. Demand for ware was brisk, prices fair and steady, our membership well employed, no stocks of any consequence throughout the country, and industry and commerce in general were functioning above normal, which made everything appear bright for the future. However, by the end of September there was quite a change in these conditions and by the end of October we were in an industrial slump that forced thousands of wage earners into idleness, finally reaching into millions. Our trade like all others was a victim of this maladjustment and many of our members suffered. Happily, though, both the employer and employee in the glass bottle industry refused to be stampeded into any false moves, with the result that the stability of the industry was maintained, thus preventing chaos and leaving the industry free to gradually resume its normal activity upon the same sound and firm basis as previous to the industrial depression.

This condition was due to the fact that production was curtailed by the manufacturers on a fairer and more just basis than at any time in the history of our trade. This not only kept the industry on a sound basis but demonstrated in practice the policy of live and let live, which we have never failed to advocate. This method of stabilizing the industry is lawful and legitimate under conditions as they prevailed, for the very good reason no profiteering could be charged up to the glass bottle industry at any time during or after the war, which speaks well for all those engaged in it and for the sound high principled system of collective bargaining under which it largely functions.

Up to the first of May there was practically no demand for ware, on account of jobbers and retailers holding out for lower prices and possibly not realizing the true status of the industry. This action of buyers delayed resumption, thus prolonging the inconvenience and hardships which many of our members were forced to undergo. One of the saving factors in the bottle industry during all the period of depression was the export trade in this line of ware. We find that bottles and containers exported in 1920 amounted to the value of $9,575,543 as compared to $5,283,655 in 1919, or a gain of $4,291,888 over 1919. Exports for January 1921 were $999,022 as compared with $718,303 for January 1920, a gain of $280,719; while imports of the same class of ware were $29,305 in January 1920 and $18,957 in January 1921, a loss in imports of $10,348. The significance of the increase in export of glass bottles and containers is that exports as a whole from our country were falling off. Thus it is seen the enormous foreign trade that our industry has developed and the necessity for safeguarding it.

The month of March of this year, however, brought the change. Exports of bottles, demijohns, carboys and jars were cut in half, and while in April, 1920, exports of these wares amounted to $997,699 in April 1921, they only amounted to $373,777 a falling off of $623,922. Imports also fell off in March and April of this year on these lines of ware yet they were more than double what they were a year ago in the two months mentioned.

The above figures give food for thought, and by carefully analyzing and weighing all that has been presented herein we should reach a conclusion from which a basis can be formed for sound judgment and action relative to our future progress and present standing.

CONCLUSION.

Measuring conditions in our own industry and the industrial and political conditions of the country and throughout the world as they affect labor and especially organized labor, I say emphatically and without fear of successful contradiction that no organization has held its own or fared better within the last year than has the Glass Bottle Blowers' Association. Not only have our contracts been respected and lived up to, but in addition the good-will, mutual trust, co-operation and understanding between the Manufacturers' Association and our own have been maintained and we feel will be perpetuated.

With these conditions prevailing in the industry this delegate body can by the exercise of sound judgment and sane and temperate action not only strike a powerful blow at those who would destroy the trade union movement in our country, but in addition strengthen the foundation of the Glass Bottle Blowers' Association so that its permanency will be doubly assured and thus continue to carry on in the interest of humanity, justice and democracy.

To Vice President Maloney, Secretary Jenkins, Treasurer Halton and members of the Executive Board I express my thanks and appreciation. The manner in which each and every one has acquitted himself of his duties during the year is a matter of pride and gratification. Their spontaneous and unstinted help and mutual co-operation have been of immeasurable value to me in my work and an inspiration for which I am deeply grateful. To the membership at large I am at a loss for words to express my feelings, thanks and appreciation of the loyalty displayed in these trying times and the good-will and confidence reposed in me, which I trust I may ever merit.

Respectfully submitted,

JOHN A. VOLL, *President.*

ANNUAL REPORT OF VICE PRESIDENT JAMES MALONEY

To the Officers of and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada,

GREETING:—I desire to welcome you most sincerely to this beautiful city of Montreal. As delegates to this convention it is your duty, both to yourselves and to your organization, to seek the truth in all matters that may come before you. Our problems increase with the passing years. However, through our organization, based upon the true and sound principles of trade unionism, we have been able to meet and solve them insofar as it has been possible humanly to do so.

Trade unionism is a beneficent force. It rests wholly I might say upon faith in human nature, on the fact that men can be educated if they are given a chance and are placed in the proper environment. Institutions are preserved by the principles from which they originate, and if our union is to grow not only in influence and in numbers, but also in inner power and worth, we must adhere to the great truths which inspired those pioneers who have gone before. We must see clearly, just as they must have seen, that it is the nature of truth to develop; that the development of our association means justice, good-will and helpfulness to all. . The cry of the worker of today is not for charity, nor for paternalism, but for justice; and I feel sure that all good men, no matter what their position in society may be, will gladly echo that sentiment. But let us remember that men are just only when they are sympathetic; sympathy gives insight, and where we have not sympathy we are blind to the injustice our fellows suffer from and can do them wrong with an easy conscience.

The impulse on the part of many in high places in the industrial life of this nation now seems to be to appeal to the principle of force. During all the centuries recorded in history the individual or nation that depended upon force alone for continued welfare and success followed the road that leads to decay and ruin. Men yield to force for the time being while in their hearts they rebel against injustice, but tomorrow they seize the sword themselves and turn upon their tormentors; what we sow we reap, whether it be among individuals, institutions, or nations. That country is the richest whose capital consists of a happy and contented people. Having done much, not for ourselves alone, but for others as well, let us keep a brave heart and believe that where all our members think and act, the commonsense of the majority will prevail and the best results will be thereby attained.

ORGANIZATION.

Trade unions are the outgrowth from our modern industrial system. On all sides we see great combinations of capital in the form of corporations that in many instances are the dominating forces in controlling the raw material of the country from the sources of supply, through the great mills where they are turned into the finished articles, to the consumer. It is this that makes the organization of workmen into labor unions absolutely necessary and inevitable. The knowledge that if they did not protect and defend themselves they would be reduced to a condition of misery and want compels them to unite lest they be deprived of the ordinary rights of man. It is not so many years ago that human beings in our own country were held in slavery, and disguise it as you will, the natural tendency to greed in the pursuit of material things as the chief end in life weakens and often destroys the sense of justice and human rights, making the strong feel that they are privileged to do whatever they are able to do. They are not conscious of being unjust, but are the victims of a false theory and become the agents of a system that is pitiless.

All those who reflect must recognize that the life of the worker is hard, that he bears a large share of the burdens of life. However, it must be borne in mind that men never succeed except through their own efforts toward improvement. We can only obtain and exercise our rights by deserving them through our own activity and a spirit of service and sacrifice. If we seek our rights after fulfilling our duties we are bound to secure them—they naturally follow. If we desire our association to progress we must prove ourselves capable of progress, and we can only do this by showing ourselves competent to carry on the work of the association through honesty, good-will toward each other, and the capacity for self-sacrifice. We must be conscious of our mission as trades unionists.

OPEN SHOP.

The opponents of trade unions have for so many years insisted upon the open shop that I am convinced many of them really believe they are fighting for a principle of liberty that means justice to all, and that they are not engaged in a struggle to serve their own selfish interests. They insist that man should have a right to labor when and where and for whom he pleases, and yet the very same people who preach these doctrines have secured control of all the natural resources of the country, the factories, the mills, the railroads, etc. Surely it must be obvious to all that a man cannot work unless there is a place to work. The right to work simply means the right of the employer to buy your labor at his own price, unless you are a member of a trade union; then, and then only, have you any rights in the industrial world; otherwise, you are merely dependent upon the good will or whim of the employer, and the right to travel from one employer to another looking for a job at the wage he is willing to pay—you have no say in the matter whatever.

Freedom naturally means equality. A contract between individuals or institutions also means equality or freedom on the part of both parties to either agree or to reject each other's proposition. Surely no one can be so innocent as to insist that a man with a hungry family at home applying for a job can have any degree of independence in the making of an individual agreement concerning wages. The very thought is ridiculous in the extreme and yet this is the kind of bunk that stares at us from the paid advertisements in the daily press. They know and realize the value of propaganda through the written word. However, it is to laugh when a man reads for instance of a high official of the

Steel Trust fighting for the freedom of their workmen against what they term the domination of labor unions. This is the company that forces so many human beings to labor twelve hours a day and seven days a week. They must have a poor opinion of the intelligence of the average American. I would request that you secure a copy of the Inter-Church World Committee's report on their investigation of the steel strike. This will give you a close view of these "Humanitarians" (?)

The workers have no delusions concerning the open shop. They know that there are just two kinds of shops—the union shop and the non-union shop. In the union shop wages and working conditions are settled between committees representing the employer and workmen—a mutually satisfactory method—the American method. If the word "American" means anything it means liberty, freedom and good will.

On the other side, the non-union shop means that the employers set the wages and name the working conditions under which the so-called free worker will labor; if he feels that the wage is not enough to support his family he is at liberty to go and starve. This is the kind of liberty the open shoppers really have in their hearts when they talk about freedom. A man can have some respect at least for the pirate who hoists his black flag, but the pirate who sails under false colors, intending to deceive all decent men who have the welfare of America and her institutions at heart is not only a pirate but a hypocrite as well.

It is our mission to give greater liberty and fuller life, not to a privileged class alone, but to the whole people. That we should live for a few men is intolerable from any point of view, and it is the duty of men in all walks of life to strive to bring about a social condition in which all men shall live for every man.

It is idle to make an outcry against trades unions and combinations of unions. They exist for the purpose of accomplishing certain ends with which all men are familiar and which it must be conceded are praiseworthy, and no power can destroy them. This attempt to do so is provoking a state of mind that is becoming a serious menace to the prosperity of the country. The only hope we have for a better state of things is in a common agreement among us to be friends and to work out our problems without anger or partisan bias. Any movement that is lacking in the principles of freedom and morality, as this so-called open shop movement is, is bound to fail. Right conduct, true work, ability and courage, are bound to bring continued success and strength to the labor movement and to America.

GAS CITY, INDIANA.

After the convention at Chattanooga, Tennessee, adjourned last year Executive Officer Roberts and I returned to Marion, Indiana, and found the situation at Gas City, where the strike had been going on for more than a year, in most excellent condition. The morale of the men and women who were fighting for a living wage, better working conditions, an opportunity to keep their children in school in order that they might become good citizens, and recognition of their union, was at a high point. In fact, the company was having a hard time to get even a small percentage of their normal production with the strike breakers they had imported from within a radius of two hundred miles. The people who were brought in, it is said by golden promises of good wages and easy jobs to be had, were not the same skillful and industrious type as the strikers, but were more concerned with finding ways and means of putting in time with the least possible effort.

During our absence at the convention the local committee was approached by a couple of individuals who tried to create the impression that they were official conciliators of some mysterious origin. However our people paid very little attention to them.

Briefly stated, we felt the situation was most encouraging and distinctly favorable to our side. But on the morning of July 23rd, just two days after our arrival in town, upon reading the morning newspaper we found that about twenty-two of us, including the Mayor and Chief of Police of Gas City, were cited to appear in Judge Albert B. Anderson's court in Indianapolis, Indiana, on July 29th, to answer a charge of contempt of court in connection with the injunction that had been issued in October of the previous year, about which I reported to you in full at the last convention. Being familiar with the methods used at the time, which included the testimony of the strike breakers, we were somewhat alarmed over the effect it would have on our controversy with this company. However, we immediately took every precaution necessary to protect and preserve the interests of the association and the men and women who had stood so loyally and fought so bravely for twelve long months. Executive Officer Roberts, Charles Call and I held many conferences with our attorneys, Mr. James W. Noel, of Indianapolis, and Mr. Allan B. Messick, of Marion, Indiana.

Although we were not served with subpoenas officially by the United States Marshal until Tuesday, July 27th, with the case set for hearing on the 29th, still we were ready when the time arrived. I may say in passing, our attorneys worked early and late, in conjunction with their office force, to be able to make a proper defense in the short time we had at our disposal. On the day set for the trial the courtroom was crowded and many were unable to get in. It appeared as if the company had about one hundred people there. Our attorney, Mr. Noel, in his plea to the court referred only to decisions of the Supreme Court, and attacked the bill of complaint. This bill of complaint was amended in many particulars which, of course, changed it materially. The court recognized the fact that it would be necessary to grant an extension of time in order to permit our attorneys to make a proper defense to this amended bill of complaint, and finally adjourned the case until October 4th.

I shall put in this report a few extracts from the bill of complaint so that you may have an idea of the procedure in such cases, as follows:

Your informant would further give the court to understand and be informed that said defendants, James Maloney, Charles Call, John S. Roberts, William Eastes, William Woodruff, Harold Slater, James Malley, Edward Gass, William Simmons, Edward Kirby, David Kirby, Hessie Cox, Wikanah Sexton, Lester Moore, Harrison Moore, Hobart Moore, Lawrence Owens, Alva Owens and divers others of said defendants, and each of them at various times and places, but the exact names of such other defendants and the times and places of the occurrences of the acts hereinafter alleged are unknown at this time to informant, have kept alive their alleged conspiracy to drive the employees of said complainant from its factory and to prevent prospective employees from accepting employment at said factory and that said defendants or some of them have used and employed threats, intimidations, and acts of violence upon said employees and prospective employees in the same manner and form as alleged in the original bill of complaint, except as to the degree of violence employed, and have continued their said conduct daily and weekly in one form and another since the issuing of the temporary injunction aforesaid in said cause but have so secretly, quietly and by such underhand methods carried out and performed their said conspiracy, threats, intimidations and acts of violence that it has been difficult to ascertain which of said defendants have been directly connected with each of said respective acts, all in violation of and in contempt of the said judgment, order and decree of this court heretofore made.

Further, that said complainant and its employees have borne with the said conduct of said defendants with great patience in the hope that said conduct would cease, but your informant avers that said conduct of said defendants and acts in contempt of said temporary injunction have not ceased, but have been carried on almost continuously and with intermittant outbursts of violent action ever since the temporary injunction was granted.

Your informant would further give the court to understand and be informed that specific acts in violation of said temporary injunction by said defendants and their co-conspirators, confederates, agents, servants, etc., have been committed as follows, to-wit:

That, on divers and sundry occasions since the granting of said temporary injunction, the defendants, John S. Roberts, William Simmons, William Woodruff, William Eastes, David Kirby, Edward Kirby, Charles Call, and one Samuel Cox, the latter of whom is a co-conspirator with the said defendants, in violation of said temporary injunction, have met men who have been employed in work in said complainant's factory as such men came to Gas City from other places, and even after some of them have moved their household goods to said city of Gas City, and persuaded them not to go to work at the factory of said complainant and have induced them, for the payment of various sums as consideration for their so doing, to not accept employment at said factory or to cease working thereat and to move themselves, their families and household goods away from Gas City, Indiana, to other towns and cities and places, thereby making it necessary for said complainant to maintain a labor employment bureau at all times at great expense in order to procure labor to keep its machines in the factory in constant operation. That, when such employees could not be induced by said defendants to quit the employment of said complainant by peaceable persuasion or for a consideration, they have resorted to threats of violence and personal injury in the manner and form as alleged in said Amendment and Supplemental Bill of Complaint.

Further, that the defendants, William Simmons and Charles Call, have almost continuously since the granting of said temporary injunction and in violation thereof, paid and distributed money to the former employees of said complainant and have paid the grocery bills, clothing bills, fuel bills, etc., of the families of said former employees, and have paid wages to said former employees to induce them not to work for said complainant at its said factory and that, in this way and manner, said defendants have expended more than One Hundred Thousand ($100,000) Dollars since the granting of said temporary injunction and in violation thereof to prevent said complainant from procuring the necessary labor among the people of Gas City, Indiana, with which to operate its said factory. Further, the defendant, William Eastes, on October 24, 1919, met William A. Hooven, an employee of said complainant, at said city of Gas City, and said to him in substance: "I hear that you are working at the factory of the Illinois Glass Company," to which said Hooven replied that he and his two boys were working there. Following this remark, Eastes said in substance: "If you people want to be safe, you had better get out of the factory and get your boys out, you have no more principle than a dog; you are a thief and a liar and a man who would work in the factory taking the jobs of strikers is low enough to commit murder." That, previous to the making of said statement and subsequent to the granting of said temporary injunction, said Hooven had been a blacksmith in Gas City, Indiana, and was boycotted by said strikers because he traded at a grocery store which was being operated by an employee of said complainant, by reason of which boycot, he lost his business and was compelled to go to work in the factory.

Further, that, by reason of his threats of violence made by certain of said defendants, the names of whom your informant cannot now state, one Fred Walser, an employee of said complainant, was compelled to quit his work at complainant's factory. That said defendants threatened to kill said Walser unless he discontinued working at said factory.

Further, that William A. Hooven, an employee of said complainant, who does outside work at spare times, was repairing a house near the home of said defendant, Hessie Cox, one of the defendants in said injunction suit, and that said Hessie Cox said to Hooven at that time, to-wit: November 3, 1919: "They," meaning the striking defendants named in said injunction, "are going to resume fighting next week and you and your boys had better get out of the Illinois Glass Company's factory if you don't want to get hurt." That said Hessie Cox made several similar remarks and threats to said Hooven.

Further, that, on or about the night of November 20th, 1919, said William A. Hooven and his two sons were employed at the factory of said complainant; that said William A. Hooven is the same person as the William A. Hooven above mentioned who was formerly engaged in the business of blacksmithing and who was boycotted by said striking defendants because he traded at a grocery store owned by one of the employees of the complainant. That, on this night of said date, several of said strikers, but none of whom said William A. Hooven was able to identify, because of the darkness, threw rocks and bricks at his house. That he picked up a revolver which he had in the house, rushed to the door and shot in the direction of said defendants as they left his premises. That he feared personal violence at their hands later in the night and put said revolver into his pocket and remained up watching for the strikers to return. That, by oversight he appeared on the streets of Gas City the following day with said revolver in his pocket for the purpose of doing some shopping. That he had no purpose to carry concealed weapons at that time. That he was stopped on the street by Enoch Burgoon, one of the defendants in said injunction proceedings, who was then and is now the Chief of Police of Gas City, Indiana, which Burgoon threw his arms around said Hooven to hold him and said to him: "You dirty scab, lets see if you have a gun. I have been laying for you for a long time." That said Hooven was then placed in the Gas City jail, held there for over five (5) hours on the charge of having carried concealed weapons in violation of law and that he was then fined Five ($5) Dollars for carrying concealed weapons by Frank Lerminiaux, Mayor of Gas City, who was one of the defendants in the injunction proceedings. That said Burgoon and Lerminiaux, as your informant is informed and believes, have been sympathizers with the said defendants in all of their said conduct and in the conduct hereinafter recited and have manifested adverse attitude toward said injunction proceedings and are, in fact, co-conspirators with said defendants in a quiet way, except as manifested by the arrest and fining of said Hooven.

Your informant further avers that said Hooven was then taken out of the Gas City jail and said Burgoon threatened to take him to the Grant County jail at Marion, Indiana. At this time, said Hooven protested and demanded the right to give bail rather than go to jail, to which protest said Burgoon, the Chief of Police, replied: "You won't; I am going to take you to Marion to jail." To this said Hooven replied: "Judge Anderson would hear about this affair," and to this remark, said Burgoon replied: "You dirty scab, don't you fool with Judge Anderson; you stay away from that factory or I'll give you all that's coming to you." That said Hooven was then allowed to give bail and was released by said Burgoon.

That, on or about the first day of April, 1920, the labor employment representative of said Company visited the town of Chenoa and Lexington, in the state of Illinois, for the purpose of employing laborers to work at said factory of the Illinois Glass Company and that said employment representative did employ Jasper Breese, James Liston, Fred Howell, Howard Dill, William Baker and others. That said employees reached Gas City on April 7th, 1920, and went to work with the understanding that they would move their families to Gas City at a later time. That said employees were sheltered in a dwelling house owned by said Company and a cook and housekeeper were furnished to them until the arrival of their families. That, on April the 8th, 1920, said Howard Dill and William Baker appeared on the streets of Gas City and were stopped by the defendants Charles Call, John S. Roberts, William Woodruff, William Simmons, William Eastes and Samuel Cox, Earl Bodkins and Walter Long, the last three of whom are co-conspirators. When said Dill and said Baker were stopped by said strikers a large number of the defendant strikers, probably twenty-five (25) or more, rushed out of a nearby pool-room and surrounded them. The defendant, Roberts, demanded if the men knew there was a strike on here. At this point Till Goeble, the labor employment representative of said Company, appeared and replied: "They know all about it." That said Roberts then said: "Are you working overtime down there at the factory?" Goeble replied: "I don't know that it makes any difference to you for you wouldn't work anyway." That said defendants then offered said employees their tickets free to go back home or any place else they cared to go if they would quit work at the factory.

Further, your informant avers that said defendants, John S. Roberts, William Eastes and William Secour, a co-conspirator, then went to Chenoa, Illinois, where the above-named five (5) employees had been secured, and visited the wife of each of said employees and said to said wives in substance: "That every other house in Gas City is a house of ill-fame; that all of the women who work in complainant's factory are immoral; that there are no fit houses in Gas City in which they might live; that the Illinois Glass Company had some dog houses that they would offer the men for cheap rent until they got there and then they would push up the rent; that, if they attempted to move their household goods to Gas City, the strikers would shoot them up as fast as they came in and the houses would be burned and that, when the men folks were not at home it was dangerous for the women to be alone in Gas City as four men had been killed there recently, and several women had been cut with knives; and, also, that five hundred (500) men and women of Gas City were out on a strike."

Your informant would further give the court to understand and be informed that each and every one of the aforesaid representations and statements of said defendants to the wives of said employees were false and were known by said defendants to be false at the time they were made and they were made for the sole purpose of threatening and intimidating the said wives and through them, to threaten and intimidate the said employees and force them to surrender their employment at the factory of said complainant. That, as a result of said threats, intimidations, etc., said wives of said employees became frantic, refused to pack their household goods for the purpose of moving to Gas City, Indiana, caused said employees to lay off from their work and caused said labor employment representative of said Company to re-visit Chenoa, Illinois, and assure said women of the falsity of said statements, threats and intimidations of said defendants.

Further, that said defendants have followed the said labor employment representative of said Company from town to town and city to city and even into other states and, as fast as such labor employment representative would employ men to work at said factory, said defendants have pursued the method aforesaid to induce said laborers to not go to work at said factory.

Further, that, on April 22nd, 1920, said defendants, under the name and style of "Union Committee," published the following advertisement in the Chenoa Clipper-Times, a newspaper printed and published in the town of Chenoa, Illinois, to-wit:

STRIKE IS NOT SETTLED

Regardless of statements to the contrary, the strike at the Illinois Glass Company's plant at Gas City, Ind., is still on. There are 500 men and women, all citizens of Gas City on strike for better working conditions and a living wage and the elimination of the seven-day week. The strike has been on for nine months.

Union Committee.
(Paid advertisement.)

Further, that, in all cities and towns where said defendants followed the labor employment representative of said Company, said defendants posted on telephone poles and other public places and scattered upon the streets and in front of the residences of the citizens of said cities and towns hand-bills and posters in the words and figures following, to-wit:

STRIKE!

Do not listen to statements made to you by anyone that our strike is over. It is still on at the

ILLINOIS GLASS CO.
And going Strong!

For information in regard to the strike, call any member of committee, or 'phone 278.

GAS CITY, IND.
Signed by G. B. B. A. Committee.

William P. Simmons, Chairman
Sam Cox
William Woodruff
David Kirby
William Eastes
Edward Kirby

Further, that, your informant would further aver that, on June 23rd, 1920, at 12.15 o'clock A. M., John Ryder, an employee of said Company, was attacked and beaten about the head and face by said defendants William Woodruff and either Edward Kirby or the defendant, David Kirby; that as a result of such attack he suffered scratches and cuts upon his arms; that said defendants knocked said Ryder down and kicked him into the gutter alongside of the street and left him in a dazed and unconscious condition. That said Ryder was going home from his work at the time said attack was made.

Further, that, on July 20th, 1920, one Alva Lynch, an employee to the Illinois Glass Company, appeared on First and Main Streets, in Gas City, Indiana, about eleven o'clock P. M., near Johnson's poolroom; that said defendant, William Eastes, observed said Lynch and immediately said Eastes and five or six of the other striking defendants rushed out of said pool-room onto said Lynch and the defendant, Edward Kirby, struck at said Lynch twice but his blows were warded off; that said Lynch started to run for safety and ran to the gate of the United States Glass Company about one-half mile north of the point of said attack. That seven of said striking defendants, including said Eastes and Kirby, followed said Lynch to within about one-square of the factory gate of the United States Glass Company when they stopped. From said factory gate, Lynch caused Enoch Burgoon, Chief of Police, to be called and advised that the strikers were after an employee of the Illinois Glass Company and that Burgoon was wanted at the gate of the United States Glass Company to protect the employee from the strikers. Burgoon replied that he had the headache and could not go to the aid of the employee, but for them to call the night policeman, John Reese. That said night policeman and Bert Fowler, Sheriff of Grant County, Indiana, were both called and, by the time they reached the factory gate the said defendants had dispersed and said Lynch was afraid to go to his home but was accompanied to the home of his sister in Jonesboro by Sheriff Fowler. That he remained in Jonesboro over night and was afraid to return to the factory from his sister's home on the morning of July 21st, 1920, until the factory sent an automobile under guard to take him to work.

Your informant would further give the court to understand and be informed that each and all of the defendants who were enjoined by the decree of this court as hereinbefore averred, while they do not and have not participated actively and openly in the aforesaid violations of said temporary injunction, they have been in daily consultation and association with such of said defendants as have actively participated in violating said decree. That all of said defendants have spent their time loafing in said Johnson's pool-room in Gas City and that the defendants, Lerminiaux and Burgoon, have spent a large portion of their time loafing about said pool-room with said other defendants. And that all of said defendants have, by their said acts, aided, abetted and given encouragement to and participated in the conspiracy aforesaid to violate said injunction decree, of which each of them had full knowledge, and to cause injury to the business and property of said complainant and to said employees of the complainant.

That each and all of the said acts and things done by said defendants and each of them have been contrary to and in violation of said temporary injunction and contrary to the form of statute in such cases made and provided and against the peace and dignity of the United States of America.

(Signed) FREDERICK VANNUYS,
United States Attorney for the
District of Indiana.

Before the adjournment was granted, however, it was agreed in open court that Executive Officer Roberts and I should stay away from Gas City. We were also prohibited from in any way, directly or indirectly, coming to the support of the committee. They found it most difficult to get along as they were blacklisted throughout Grant County. Some of them raised a little money by securing loans on their furniture in order to buy groceries for their families. You will readily understand, I am sure, the difficulty in carrying on a controversy of this character (or any other, for that matter) without officers and committees. That an army on the field of battle would not be very successful without officers, you will all agree. We were left in this position exactly. We were also stopped from posting bills or talking to any strike breakers; in fact, we were effectually prevented from carrying on what we consider our lawful activities.

When the above information was reported at length to President Voll and the Executive Board, with the knowledge that we were unable at that time to secure a break at Alton, it was decided to retire from the contest. It was recognized that it would not only be a heavy expense to the association, but would also be most difficult, under the existing conditions, to hold so many unskilled men and women for another long year.

Immediately upon the adjournment of the final conference and Executive Board meeting I went to Indianapolis. Executive Officer Roberts, Charles Call and I, with our committee, went over the situation and I placed our decision before them. Let me say here that this was one of the best strike committees it has ever been my privilege to be associated with. I am sure that I speak also for Brothers Roberts and Call when I make this statement; their courage and loyalty under fire was unexcelled. They returned home that night and after a few preliminaries were attended to, called a meeting and declared the controversy at an end.

For your information I am including the minutes of this meeting held in Gas City, as follows:

Gas City, Ind., August 28, 1920.

Regular meeting of Branch No. 86 was called to order by President William Simmons. The chair asked if any of the members had any remarks to make for the benefit of the strike. None of the members having anything to say, Chairman Simmons then addressed the meeting. He went over the entire strike situation since July 14, 1919, stating all that had taken place, speaking on the court proceedings and how it had kept the executive officers out of Gas City and the committee from taking active part in the strike. President Simmons then told the members that the committee had decided, after a long conference, to call the strike off without blame on anyone for calling it off as the committee had taken the entire responsibility.

Brother Woodruff then spoke. He said that men who wanted to go back to work were entirely free to do so as the company was willing to take back all of the old men, Brother Simmons having reported to the committee that Mr. Gordon had told him Mr. Thompson said if the committee would call the strike off he would take back all of the old men.

Brother Simmons then spoke on the subject of the future and said, "No matter how dark it is now, the sun is bound to shine some day." He further said that as far as the committee was concerned they would never work for the Illinois Glass Company until it was a union plant. Everybody stood up and said that they would not work at the Illinois plant until it was under the Glass Bottle Blowers' Association.

Chairman Simmons thanked the members for their loyal support and said he had never met a finer bunch of men than the executive officers of the Glass Blowers' Association. The meeting was then declared closed until the future.

(Signed) WILLIAM SIMMONS,
Chairman of Branch No. 86, G. B. B. A.

On October 4th the court granted a further continuance until the 18th of the same month when the case came up for final disposition. In the meantime it was decided that but nine of the twenty-two cited to appear for contempt would be compelled to answer in court; these included Executive Officer Roberts, the local committee, William Simmons, William Woodruff, Edward Kirby, Samuel Cox, William Eastes and David Kirby, Mayor Frank Lerminiaux and Chief of Police Enoch Burgoon. Brothers Call and I were not called; consequently, Executive

Officer Roberts was in charge, and he surely handled the situation with fine courage and ability, being a credit to himself as a man and as an official of this association, compelling the respect of everyone there, including the court, by his frank and fearless attitude. Brothers Roberts, William Woodruff and Edward Kirby were the only witnesses called to the stand from our side. Of course, the Mayor and Chief of Police were catechised very severely. Our fellows were all discharged by the court, while the Mayor and Chief of Police were given four and two months' sentences respectively in the Marion County jail. We naturally feel badly over the jail sentences given these two officials.

In summing up the situation and considering the lessons to be drawn from this controversy, let me say our opponents knew they were in a struggle, and it will be sometime before they recover. The spirit of the men and women, and even the children on our side is very much alive today. We feel satisfied principles of truth, honesty and independence instilled into their minds during the fourteen long months of this struggle will endure always.

Our association entered the controversy upon the appeal of the employees of the Illinois Glass Company at Gas City to President Voll and our convention in Atlantic City for help in their fight for justice. The principles contained in our obligation to help our fellow-men were fulfilled to the letter, and our reputation and standing are as high today as on the day we first entered Gas City. Our word has been kept in every instance, and every debt contracted was paid. I am informed upon what I consider reliable authority that many of the strike-breakers sneaked out of town leaving many bills unpaid.

In closing my report upon this matter, I desire to say to you, and I feel sure that I speak for all my associates, we did our very best; consequently, we have no regrets. Now that we are able to look back over the ground covered, I can say fully and freely, if we were starting the fight tomorrow with the knowledge gained during the fourteen months the struggle lasted, I cannot see where we could have improved in the slightest upon the campaign we carried on.

To Executive Officer John Roberts I am most grateful; his courage never failed, and physical and moral courage of a high degree in a man on the firing line were of the utmost importance. From the night in Jonesboro, Indiana, when he stood on the platform of the station single-handed to meet two carloads of thugs expected from Cincinnati on the 12.30 A. M. train to the day when he stood in the shadow of a prison cell in the federal court in Indianapolis he never faltered in his duty to our association. His attitude throughout was an inspiration to the men in the ranks. He never followed, but was always the first man to plunge into the danger zone; he was the man of action and was a credit to our union and this Executive Board. It was a pleasure and satisfaction indeed to have worked with him.

To Executive Officer William Campbell I return my sincere thanks. He was fearless in the face of the fact that night and day his footsteps were dogged by gunmen from St. Louis, and he finally was almost beaten to death with blackjacks and revolvers in front of the most prominent hotel in Alton. It required courage of a high order to stick to the job after this dastardly assault, as it was the purpose of those thugs to drive Brother Campbell out of town. During his stay in that city he was instrumental in organizing different unions, and placed a labor paper in the field that is now a prosperous proposition. He injected life into the labor movement of that city by his indomitable courage and industry. He laid the foundation there of a thoroughly organized movement that some day in the future will finish the job that we were reluctantly compelled to discontinue for the time being.

I find it most difficult to find words to express my appreciation of the splendid work contributed to this movement by Treasurer Halton and Executive Members Connolly, Muhleman and McLaughlin.

To Charles Call of Marion, Indiana, more than to all of us combined, is due the greater credit for holding the strikers of Gas City in line. A man of high character, honesty, truthfulness and courage, everyone who came in contact with him, from business men to workers, knew that when once they placed their confidence in Charles Call it would never be violated. It was indeed an honor to be associated with him; he worked early and late; he was at the cradle of those who were born among the strikers and at the deaths also. His name will ever remain a household word in that city.

Of President Voll, I would say that he always gave us a free hand, backed us with words of encouragement and cheer; no chief officer could have done more to help and support in every conceivable way his soldiers in the field. We are indeed grateful to him.

To the officers and members of the Branches of Marion and Upland, Ind., respectively for their help and support on behalf of our association and myself, I return my sincere thanks.

To the local committee whose names are mentioned on a previous page, and to the men and women who really made the fight possible by their sacrifices, their loyalty, their courage on all occasions, and eternal optimism, our heartfelt thanks are due. They were the soldiers in the field and they stood through to the end. Kind memories of them all, men, women and children, will always remain with me.

INJUNCTIONS.

The issuance of injunctions in labor disputes has not only increased rapidly, but their provisions have become more drastic. The fact of the matter is that in the courts labor has no idea where it stands. The restrictions placed upon labor during controversies with employers encroach more and more upon the individual and collective rights of the worker.

The Thirteenth Amendment guarantees to every individual the right to liberty, freedom from involuntary servitude or compulsory labor, except as punishment for crime. The Clayton act was made law by Congress for the purpose of correcting a condition that would make impossible another such case as the Danbury Hatters' Case. It seems in these days that courts attach too much importance to abstract propositions of law and not enough to the human side which is connected so intimately with the unequal contests between capital and labor.

I have no desire to question the probity of any court; nothing is farther from my mind. It seems reasonable to assume, however, especially in view of the many recent decisions in injunction cases, that judges are susceptible to the atmosphere of environment. We all know that the court travels in the same society as the official of a corporation. He lunches with business men and attends the same social functions; consequently, unless he is an exceptionally strong character he is very apt to acquire the same tastes, prejudices, ideas and viewpoint as those of his friends and associates, and to drift farther and farther away from the great and suffering heart of humanity.

Due to the dependence upon the individual opinion of judges, confusion exists as to what is lawful and what is unlawful; consequently, Congress, not judges, is the body to declare the public policy to pursue in industrial struggles. "The Clayton Act," Justice Holmes said, "was the result of twenty years' struggle and agitation, and was designed to equalize before the law the position of workman and employer as industrial combatants."

It seems reasonable, as Attorney James H. Tahey has said, that "it must be admitted that the Hitchman Coal and Coke Company case shows it is very doubtful whether the majority of the members of the Federal Supreme Court are competent to settle rightly some of these labor matters," and further, "If organized labor is not given a fair chance to assert itself in competition with organized capital in this free struggle for life, it is obvious there will be industrial discontent of a most serious nature."

In the case of the Duplex Printing Press Company vs. Deering, which was decided by the Federal Supreme Court January 3, 1921, Section 20 of the Clayton Act has been emasculated of any protection that labor was supposed to enjoy. It cannot be denied that as a result of these two decisions important rights that under the law labor is entitled to have been taken away. This open shop campaign seems to follow in the footsteps of the two decisions mentioned above.

Thomas Jefferson who wrote the Declaration of Independence, made the following statement, reprinted in the "American Federationist" of July, 1921:

"It has long been my opinion, and I have never shrunk from its expression, that the germ of dissolution of our federal government is in the judiciary, an irresponsible body working like gravity, by day and by night, gaining a little today and gaining a little tomorrow, and advancing its noiseless step like a thief over the field of jurisdiction until all shall be usurped."

FINAL CONFERENCE.

The last final conference was one of the most strenuous I have attended for many years. As you all know, your committee secured increases ranging from fifteen to twenty-five per cent., in wages; many other concessions were also agreed to by the Manufacturers' committee. We naturally feel elated over that settlement, as the increases when stated in terms of money were most substantial. President Voll handled your affairs with marked ability and judgment. The arguments made on the wage question covered all phases of the industry. Despite the problems confronting us our members' earnings are as great, if not greater, than those of any other body of workmen in the country. And let me call to your attention the fact that no other body of workers that I can recall at this time is placed in the position we are through the competition of automatic machinery of different kinds.

AMERICAN BOTTLE COMPANY.

On August 20th I attended a conference at the office of the American Bottle Company in the First National Bank Building, Chicago, Illinois. President Voll, committees from Newark, Ohio, and Streator, Illinois, officials of the company, and myself were present.

President Voll made a strong argument for an increase in wages for the men at both places. After an all-day session the meeting adjourned without any agreement having been reached.

The company was opposed to granting any increases whatsoever, at that time. On August 30th the conference was resumed and a substantial increase was secured for all concerned.

TERRE HAUTE, INDIANA.

On September 2nd Executive Officer Roberts, a committee representing the packers, the officials of the three companies located in that city, and myself held a conference in the Deming Hotel to discuss wages and rules to govern the packing department. The sessions lasted a day and a half. In order to reach an agreement with the employers on wages, I as Vice President, with the concurrence of Executive Officer Roberts, was finally compelled to make a settlement and in my official position to place the association back of it. This agreement did not meet with the approval of the packers' committee, and at a meeting Saturday night, September 4th, it was rejected by Branch No. 33. When I asked the question as to whether the action just taken meant that the members were going on strike Tuesday, September 7th, the day after Labor Day, a strike vote, on motion, was taken and the members decided to go on strike against the settlement.

During the interim of Sunday and Monday I felt that after the men had had an opportunity to think over the seriousness of their action they might possibly change their minds, but nothing of the kind happened and on Tuesday morning none of the packers reported for work. However, on Friday, September the 10th, this outlaw strike was over and the men returned to work under the terms of the settlement agreed to in the conference mentioned above.

There are many things I might say in connection with this matter. However, having in mind the permanent welfare of the packers and the stabilizing of this department, I firmly believe the delegates to this convention should take some action here to prevent a repetition of an affair of this character. Unless this is done and the same measure of discipline that our members have always observed is enforced, this department will deteriorate and fall to pieces.

I do not want to be understood as harshly criticising the members of Branch No. 33; the majority of them are responsible men and good members who were wrongly led and swept off their feet by a minority who, it seems to me, did not believe in the methods and laws governing conferences in our association. As I understand it, the laws in our constitution as adopted by convention after convention, are placed in there to be observed by everybody, from the president to the members in the ranks.

I can readily understand that men will quit work in a body at times because of the oppressive tactics employed by some slave-driving manager, when every other method has failed to correct the injustice; matters of this kind I do not have in mind at all. I trust you will give this question your serious consideration.

MILWAUKEE, WISCONSIN.

On November the 8th, accompanied by the committee, I held a conference with the firm at this place in regard to off-ware. The branch had had this matter up with the firm on previous occasions, but had been unable to get it adjusted. After a long discussion the superintendent, Mr. Kohler, requested a week's time in which to consider the proposition submitted by the committee. As I was leaving for California in a couple of days I wired to President Voll to send an executive officer to attend the next conference held.

SAN FRANCISCO, CALIFORNIA.

I left Chicago for San Francisco at 7 P. M. on the Overland Express over the Northwestern Railroad. These trains run in two sections, the first going through to San Francisco and the second branching off at Ogden, Utah, and going to Los Angeles. I was on the first section. The next morning we were driving through Nebraska, the state made famous by the fact that "Billy" Bryan makes his residence there. In the afternoon we got into Wyoming. I am told this is a fertile state, but the southern part traversed by the railroad is a most desolate country—nothing but sand and sage brush. How I wished for a sight of just one green hill to brighten the horizon. No life appeared anywhere, except occasionally a

Jack rabbit would scurry away from the noise of the train as it thundered along.

The morning of my second day on the train was very cold, due no doubt to the high altitude. We passed several large droves of sheep. I was informed they will live and thrive where cattle would starve to death. At noon we arrived in Ogden, Utah, quite a nice city, where the train stopped for twenty minutes. The weather was mild, although it was November 15th. Leaving Ogden one crosses Salt Lake, a distance of forty miles. The railroad is built on piles and it is a most remarkable work of engineering.

The third day I woke up in California and looked out of the window on trees and green grass; in fact, we were in God's country at last and out of the desert. I arrived in Sacramento about ten A. M. Crossing the straits to Oakland are the largest ferry boats in the world; two long trains with their heavily loaded cars were run on board and we arrived in Oakland about 12.45. Here we left the train and crossed the bay to San Francisco, arriving there on time after the three days' trip, about 1.30 P. M. As I traveled overland I thought of the pioneers who made this trip seventy or more years ago—the old "forty-niners" traveling in caravans, on foot and in wagons through the thousand miles of desert, many of them —yes, about sixty per cent.—dying of hunger and thirst. These men were the vanguards of civilization in that part of the country and made possible the present-day mode of traveling.

The first familiar faces I saw in the station were those of Brothers Henry Johnson and J. Coleman Hawkins. I was indeed glad to see them and they immediately took me in charge and in about a half hour I was pleasantly located in a fine hotel.

On November 19th, accompanied by Brother Hawkins, I met Mr. Otto Rosenstein, General Manager, and Mr. Bruno Levinski, Superintendent, Illinois-Pacific Glass Company. They refused absolutely to recognize our jurisdiction over the packers or the flow machines. Afterwards I was taken through the factory and met many old friends and acquaintances. I found the men there earning good wages. At this time the company was operating four continuous tanks, two 8-ring tanks, one 5-ring tank, and a flow-tank. Mr. Rosenstein stated that their relations with the blowers and machine men were harmonious. Eighteen machines were in operation, working three shifts, making a general line of ware.

I had several talks with Brother Patrick Curry, Secretary Roach, and President Neidlein, of Branch No. 45. I also attended a meeting of the packers' branch Saturday, November 20th. On November 22nd President Joseph Watts, J. C. Hawkins and I called on Mr. C. N. Davis, Treasurer and Manager of the Pacific Coast Glass Company. There are two 7-ring tanks there, thirteen machines operating three shifts, and our members are doing well. On November 27th I addressed a well-attended meeting of Branch No. 22.

LOS ANGELES, CALIFORNIA.

At Los Angeles the Southern Glass Works were not in operation. They were repairing the tanks—one 4-ring tank, and a 2-ring tank. The manager stated they expected to begin operation sometime in January. The Inglewood Glass Works were operating two machines. The manager, William Hagan, who was an old glass blower from Honesdale, Pa., told me they were building another plant, a 4-machine tank, at Fiftieth Street and hoped to be ready to start in the near future. The West Coast Glass Works were operating two machines on milk jars. All of the men were doing well who were at work.

Mr. W. C. Blank, formerly of the Illinois-Pacific Glass Works, San Francisco, expected to build a 6-ring tank in the near future; no doubt he is busily engaged in building at this time. Brother George Reeves, formerly of San Francisco, is treasurer of this company and most active in assisting Mr. Blank to get things in shape to make bottles. I attended a meeting of the men there on Saturday, December 4th.

To the officers and members of Branches 22 and 45 of San Francisco and of Branch No. 129 of Los Angeles, and to William O'Brien, who did everything in their power to make my visit a pleasant and successful one, I desire to return my sincere thanks.

It is most probable that I will never see California again, but I will always be able to recall its spectacular mountain ranges, the snow-capped peaks, its great foot-hills and verdant valleys, its ocean beaches, thousands of miles of paved auto roads and above all, especially in the southern part, its almost perpetual sunshine and blue sky and unsurpassed climate; no extremes of heat or cold, an out-of-door place the year around. Then, too, there were the historic and romantic associations that surround the old Franciscan Missions, many of them two and three hundred years old, built of adobe bricks.

In California you see great orange groves with thousands of trees, in sheltered valleys, with their coats of green and gold, and vineyards on the hillsides, massed in purple. The olives, dates, pomegranates, and the fig fruits of the Mediterranean lands all grow in various localities, their great orchards stretched far and wide through the foot hills and the plains. Everywhere one sees the eucalyptus trees from Australia, and palms from the tropics dotting the drives. Flowers bloom there as they do nowhere else.

The most celebrated of California's boulevards is El Carmino Real—"The Highway of the King." This historic pathway leads northward along the coast from San Diego, through Los Angeles, Santa Barbara and San Francisco, across the bay, continuing on to Sonoma. There are nineteen Francisan Missions along this route erected a day's journey apart and the old Spanish Friars made their tedious way along a foot trail that today is a modern paved highway traveled by the tourist in his fast-moving automobile.

There are many beautiful suburbs surrounding Los Angeles —Hollywood of moving-picture fame (I was informed that 25,000 people are engaged in their production), Santa Monica, Venice, Ocean Park, Long Beach, Redondo, and many other bathing beaches where the Pacific rolls in to meet the shore.

San Francisco has many beautiful paved boulevards. Among them the Marina, the great highway that skirts the ocean beach, and Presidio. By the way, Henry Johnson, Charles McDermott and I hired a jitney and rode through the Presidio, along the beach and up the Twin Peaks Boulevard. We stopped on top of the Twin Peaks for a view of the city and its surroundings. However, unfortunately, a fog hung over San Francisco so we were unable to see very far. Mount Shasta is perhaps the best known of California's snow mountains and rises to an altitude of 14,380 feet. Mount Hamilton is the site of the famous Lick Observatory and is reached from San Jose.

San Francisco is a cosmopolitan city built upon many hills on the northern end of a peninsula. I saw its beautiful Golden Gate as I stood on the Cliff House with J. C. Hawkins, and watched the seals on the famous seal rocks. I trust I have not tired you with my brief description of California—a most beautiful country indeed. Returning, I came through New Mexico and Arizona, El Paso, Texas, and thence through Kansas City and Chicago to Philadelphia.

TERRE HAUTE, INDIANA.

On January 31st Executive Officer Roberts, the local committee, and I held a conference with Mr. W. S. Hubbard, General Manager of the Turner Brothers' Company. This firm had installed four Howard flows and at this time had not consented to our jurisdiction. However after sessions lasting the better part of two days, Mr. Hubbard finally agreed to give us juirisdiction. As the machines had been in operation for a couple of months, I was informed he had secured help from other sources than our association, paying 50 cents and 55 cents per hour; consequently, when I suggested the advisability of these men joining our association, Mr. Hubbard called my attention to Section 6 of the agreement and working rules governing the automatic feeding and flowing processes, which provides that operators selected from other sources shall at the end of six months be taken into the association.

I am told that more flows will be installed at that plant. There can be no doubt of the success of this method of manufacturing. At this time Executive Officer Roberts and I held a meeting with the officers of Branch No. 33 and discussed branch affairs, all of which were satisfactorily settled.

EXECUTIVE BOARD MEETING.

The regular mid-winter meeting of the Executive Board was held on February 14th in the Philadelphia office. Many matters were brought to our attention by President Voll and action taken thereon.

HILLSBORO, ILLINOIS.

On April 5th, Treasurer Halton and I called on Mr. David Summers, President of the Schram Manufacturing Company, of St. Louis. This company has plants at Hillsboro, Illinois, Sapulpa, Oklahoma, and Huntington, West Virginia, and manufacture jars, using the flow process exclusively. This method has been developed by the company. About five years ago they were engaged in litigation with the owners and patentees of the Brookes flow. However, this patent has expired so the Schram people have again installed their flowing process. Mr. Summers was very cordial, but would not agree to give our association jurisdiction over their plants. He told us, however, to call in at any time.

As I wanted something definite from this company before I left for the East to attend the May Conference, Treasurer Halton and I called on Mr. Summers on April 27th and 28th. We were told on both occasions that he was not in. This firm claims that they must compete with the Hazel-Atlas Company and Ball Brothers in the marketing of jars.

I may say Brother Halton and I visited the Busch plant in St. Louis and the Nester factories in East St. Louis, renewing many friendships among the men at both places.

STREATOR, ILLINOIS.

On Sunday, April 10th, I attended a mass meeting of both branches in Streator. On the 17th I addressed a regular meeting of Branch No. 3, and on the following day I spoke at a regular meeting of Branch No. 23. I also took up some branch matters and the non-payment of dues and assessments by members of Branch No. 23.

The industrial situation there, in common with that of other parts of the country, was very bad. Many men were out of work in all industries, and only nine machines out of the total of twenty-six were operating at the American Bottle Company's plant.

MAY CONFERENCE.

On Tuesday, May 3rd, the sessions of the May conference opened. As you are familiar with the proceedings, I will only state here that we were confronted with the largest committee representing the manufacturers that I have ever seen at any of these conferences. They all took the floor and made strong arguments for their side. However, I may say that your affairs were ably and fully taken care of by President Voll.

J. L. LANOUX.

I feel my report would not be complete without a reference to my friend and former colleague on the Executive Board, Brother J. L. Lanoux. I found him always an earnest, intelligent, and devoted official, and I desire at this time to most earnestly wish him the success in his new position that his fine qualities merit.

JEANNETTE, PENNSYLVANIA.

On Sunday afternoon, May 5th, I attended the Labor Memorial Service at Jeannette. Two Protestant ministers and a Catholic priest were also on the stage and took part in the exercises. The services of a splendid orchestra had been secured and a double quartet sang several beautiful selections. Much credit is due Brother William H. McFadden, a member of our Jeannette Branch, and President of the Central Labor Union, also Brother John Stark, for their efforts in arranging this memorial. I find the great difficulty is that men in the labor movement in general do not take enough interest in such affairs. This should not be, as they have a tendency to bring together men in different walks of life, to give us an opportunity to explain what we hope to accomplish for not only the members of the Union, but for all workers, regardless of their affiliations; furthermore, to recite the things we have done for the benefit of struggling humanity and our country.

As the so-called "Open Shop" movement is given so much space in the daily press, I devoted most of my time to a discussion of this campaign, and brought to the attention of those present the fact that the churches of all denominations have publicly branded the movement as a sham and a subterfuge, the real motive being to destroy trades unionism.

MONTREAL.

On March 7, 1921, Executive Officer Warren, Brother James McKenna, President of the local branch, and I had a long conference with the General Manager of the Consumers' Glass Works concerning the placing of our members upon the flow machines that were installed at this plant. On March 10th our conference was resumed and I am pleased to say the firm finally agreed to employ our members around the flow. There are twelve Miller flows at this place.

WHEELING, W. VA.

On March 23 I held an all day conference with the President of the North Wheeling Glass Works in relation to the placing of our members upon the flow which this firm was then installing. Saturday, the 26th, held another conference with the firm and an agreement was secured. Four Howard flows are operating at this plant.

CONCLUSION.

In reviewing the situation with which we have been confronted during the greater part of the past season—the many difficulties and problems, the great industrial depression that swept the entire country, the further introduction of automatic flows in factories where we naturally expected the skilled worker to be employed for many years—we can find encouragement in the fact that our forces have remained intact. Let us continue to work in harmony with each other and extend our vision into the future as far as we can as intelligent men, as it is upon our shoulders that the responsibility for the success or failure of this union rests. It has been our friend all through life, so let us strengthen and improve it to the utmost of our ability to pass it on to those who will take up our duties when we are called away. If we do this, our full duty, we can rest content and happy in the knowledge that other men and their children will derive the same benefits that we have enjoyed.

I have merely given you a brief review of the most important phases of my work during the past season. Obviously it would be impossible in this report to make any but a brief reference to the results obtained. To go into detail and mention each specific piece of work would take up too much of your time and make my report too long.

I have traveled considerably this past season; the different tasks allotted to me have taken me from Montreal to San Francisco. I may say, in addition to the work referred to, I have made several addresses.

The many questions coming before you in this convention I am satisfied you will meet and solve with credit to yourselves and to our association, and with the courage which is characteristic of our members—such courage as the poet means when he says:

"Courage isn't the last resort
In the work of life or the game of sport;
It isn't a thing that a man can call
At some future time when he's apt to fall;
If he hasn't it now, he will have it not
When the strain is great and the pace is hot,
For who would strive for a distant goal
Must always have courage within his soul.

"Courage was never designed for show;
It isn't a thing that can come and go;
It's written in victory and defeat
And every trial a man may meet.
It's part of his hours, his days and his years,
Back of his smiles and behind his tears.
Courage is more than a daring deed:
It's the breath of life and a strong man's creed."

In conclusion, I desire to return my heartfelt thanks to President Voll, Secretary Jenkins, Treasurer Halton, and to each and every member of the Executive Board, and to my fellow-members in the trade—the great rank and file who are the real heart and soul of our Association—for their confidence and support during the past season.

Respectfully submitted,

JAMES MALONEY, *Vice President,*

ANNUAL REPORT
OF SECRETARY HARRY JENKINS.

Montreal, July 11, 1921.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Fellow Members:—It becomes my pleasure as well as my duty to submit for your consideration a correct itemized statement of the receipts and expenditures of the Association for the fiscal year beginning June 1, 1920, and ending May 31, 1921, as follows:

Income—General Fund—1920-1921

Branch No.	LOCATION.	By Trade Assessment.	By National Fines	By Loans Returned & Miscellaneous.	By Supplies.	TOTAL.
1	Pittsburgh, Pa.	365 35	....	....	....	365 35
2	Alton, Ill.	91 00	....	....	....	91 00
3	Streator, Ill.	4,847 65	10 00	....	2 40	4,860 05
4	Bridgeton, N. J.	70 06	....	....	25	70 31
5	St. Louis, Mo.	2,427 60	....	100 05	1 05	2,528 70
6	Salem, N. J.	2,918 23	....	....	25	2,918 48
7	Millville, N. J.	12,489 09	....	22 50	8 90	12,520 49
8	Bridgeton, N. J.	3,729 56	....	62 11	45	3,792 12
9	Baltimore, Md.	6,609 81	....	8 85	5 00	6,623 66
10	Royersford, Pa.	1,837 92	....	....	30	1,838 22
11	Millville, N. J.	4,663 78	....	....	26 90	4,690 68
12	Muncie, Ind.	60 11	....	....	15	60 26
13	Coshocton, Ohio	716 16	....	....	1 25	717 41
14	Woodbury, N. J.	....	....	....	....	....
15	Milwaukee, Wis.	2,192 40	3 00	5 80	95	2,202 15
16	Ravenswood, L. I.	1,123 54	....	....	11 40	1,134 94
17	Massillon, Ohio	546 22	....	50 00	....	596 22
18	Montreal, Canada	2,110 30	1 00	58 25	12 50	2,182 05
19	Lapel, Ind.	927 60	2 00	....	3 00	932 60
20	Zanesville, Ohio	1,041 56	....	....	....	1,041 56
21	Richmond, Va.	1,512 70	5 00	1 00	3 50	1,522 20
22	San Francisco, Calif.	3,898 25	....	....	....	3,898 25
23	Streator, Ill.	4,207 62	....	....	90	4,208 52
24	Newark, Ohio	4,133 30	....	....	12 50	4,145 80
26	Rochester, N. Y.	2,581 55	7 00	11 30	1 00	2,600 85
27	Reading, Ohio	1,984 95	....	....	15	1,985 10
28	Brockwayville, Pa.	351 50	....	....	....	351 50
29	Hawley, Pa.	371 04	1 00	....	5 75	377 79
30	Shirley, Ind.	....	....	....	2 50	2 50
31	Spring City, Pa.	558 65	....	....	6 15	564 80
33	Terre Haute, Ind.	1,383 73	50 00	....	21 35	1,455 08
34	Tarentum, Pa.	3,506 13	3 00	....	9 27	3,518 40
35	Laurens, S. C.	640 10	25 00	....	5 35	670 45
36	Marienville, Pa.	765 35	....	....	3 90	769 25
37	Lancaster, N. Y.	315 30	....	....	15	315 45
38	Marion, Ind.	3,678 22	....	....	15	3,678 37
39	Lockport, N. Y.	268 10	....	....	....	268 10
40	Cape May C.H., N. J.	53 66	....	....	....	53 66
41	Dunkirk, N. Y.	9 55	....	....	....	9 55
43	Dunbar, W. Va.	35 62	....	....	....	35 62
44	Olean, N. Y.	504 06	1 00	11 87	25	517 18
45	San Francisco, Calif.	428 70	....	....	....	428 70
46	Parkersburg, W. Va.	44 67	....	....	....	44 67
47	Sheffield, Pa.	1,548 65	25 00	....	6 40	1,580 05
48	Wilcox, Pa.	1,538 74	10 00	....	....	1,548 74
49	Cincinnati, Ohio	38 40	....	....	....	38 40
51	Redcliff, Alberta, Canada	267 00	2 00	....	25	269 25
52	Brooklyn, N. Y.	35 35	....	....	....	35 35
53	Swedesboro, N. J.	949 24	10 00	....	13 75	972 99
54	Medford, N. J.	928 90	....	....	2 15	931 05
55	McDonald, Pa.	1,297 10	....	....	65	1,297 75
56	Checotah, Okla.	745 70	1 00	....	....	746 70
57	Binghamton, N. Y.	770 82	....	....	....	770 82
58	Bridgeton, N. J.	280 79	....	....	....	280 79
59	Dunkirk, Ind.	666 50	....	....	15	666 65

Branch No.	LOCATION.	By Trade Assessment.	By National Fines	By Loans Returned & Miscellaneous.	By Supplies.	TOTAL.
60	Terre Haute, Ind.	6,724 89	......	....	50	6,725 39
65	Winchester, Ind.	175 55	2 00	....	......	177 55
66	Toronto, Ont.	1,352 30	......	33 50	75	1,386 55
68	Alexandria, Va.	156 55	......	....	......	156 55
70	Wallaceburg, Ont.	356 57	......	....	50	357 07
71	Hawthorn, Pa.	1,006 15	......	....	24 75	1,030 90
73	Bellaire, Ohio	1,151 05	......	....	3 55	1,154 60
74	Okmulgee, Okla.	71 47	......	....	......	71 47
75	Port Allegheny, Pa.	932 24	1 00	....	5 00	938 24
76	Sharpsburg, Pa.	797 17	......	....	2 90	800 07
78	East St. Louis, Ill.	2,267 05	......	....	1 30	2,268 35
79	Barnesville, Ohio	653 80	......	....	40	654 20
80	Baltimore, Md.	946 79	......	....	40	947 19
81	Chicago Heights, Ill.	1,215 25	......	....	50	1,215 75
82	Toledo, Ohio	....	......	....	25	25
84	Minotola, N. J.	249 27	......	....	4 25	253 52
87	Newark, Ohio	4,026 81	......	....	60	4,027 41
88	Salem, Va.	261 30	2 00	....	......	263 30
89	Kansas City, Mo.	76 50	......	....	......	76 50
90	Loogootee, Ind.	921 05	......	....	12 00	933 05
91	Tallapoosa, Ga.	28 80	......	55 40	......	84 20
92	Alton Park, Tenn.	1,549 35	12 00	....	1 00	1,562 35
94	Pittsburgh, Pa.	1,100 50	......	....	75	1,101 25
95	Tarentum, Pa.	2,118 90	......	....	6 65	2,125 55
96	Clarksburg, W. Va.	715 61	......	....	......	715 61
97	Philadelphia, Pa.	111 54	......	4 80	......	116 34
98	Knox, Pa.	1,282 25	16 15	17 80	1 80	1,318 00
99	Mt. Vernon, Ohio	....	......	....	......	....
100	Uniontown, Pa.	73 75	......	....	......	73 75
101	Coshocton, Ohio	2,491 30	......	....	6 45	2,497 75
102	Parkers Landing, Pa.	1,404 92	......	....	1 65	1,406 57
105	Punxsutawney, Pa.	2,796 36	2 00	....	......	2,798 36
106	Columbus, Ohio	1,170 20	3 00	....	25	1,173 45
107	Roulette, Pa.	258 90	......	....	25	259 15
108	Lynchburg, Va.	774 36	......	8 80	2 05	785 21
109	Wheeling, W. Va.	770 90	......	12 00	1 00	783 90
110	Cape May C.H., N. J.	885 20	......	....	3 50	888 70
111	Minotola, N. J.	43 76	......	....	......	43 76
112	Hazelhurst, Pa.	289 12	......	18 80	......	307 92
113	Jeannette, Pa.	415 69	......	....	3 25	418 94
114	Spring City-Royersford, Pa.	251 33	......	....	......	251 33
115	Point Marion, Pa.	....	......	....	......	....
116	Upland, Ind.	2,350 17	26 70	....	30	2,377 17
117	Evansville, Ind.	499 24	......	....	......	499 24
118	Baltimore, Md.	606 00	......	....	25	606 25
119	Danville, Ill.	533 25	......	....	50	533 75
120	Clarion, Pa.	135 45	......	....	......	135 45
121	Bristow, Okla.	596 33	......	....	3 50	599 83
124	Norfolk, Va.	315 90	......	....	......	315 90
126	Anacortes, Wash.	200 70	......	....	......	200 70
127	California, Pa.	172 60	......	....	......	172 60
128	Sapulpa, Okla.	598 70	......	....	25	598 95
129	Los Angeles, Calif.	745 45	......	....	4 50	749 95
131	Paden City, W. Va.	433 55	......	....	......	433 55
133	Indianapolis, Ind.	1,608 85	13 60	....	4 30	1,626 75
134	Coshocton, Ohio	325 92	......	....	......	325 92
135	Geneva, N. Y.	36 15	......	....	......	36 15
136	Minotola, N. J.	83 72	......	....	......	83 72
	Call, Charles, money returned interest of Association, Gas City	....	......	7 62	......	7 62

Branch No.	LOCATION.	By Trade Assessment.	By National Fines	By Loans Returned & Miscellaneous.	By Supplies.	TOTAL.
	Campbell, Wm., money returned interest of Association, Alton	....	....	13 16	....	13 16
	Interest—					
	Canadian Victory Loans.	....	....	687 50	....	687 50
	Money on deposit.......	....	....	1,092 40	....	1,092 40
	U. S. Liberty and Victory Loans	....	....	4,737 50	....	4,737 50
	Kahl, Wm. J., money returned interest of Association	....	....	20 00	....	20 00
	Love, Earl, supplies	....	....	....	25	25
	Muhleman, Arthur, money returned interest of Association, W. Va. and Gas City, Ind...........	....	....	148 22	....	148 22
	Nitz, Frank, supplies.....	....	....	....	25	25
	Premium returned on Canadian draft	....	....	2 26	....	2 26
	Total	$140,184 36	$234 45	$7,191 49	$271 32	$147,881 62

Death Beneficiary Department—Income

No.	Location.		No.	Location.	
1.	Pittsburgh, Pa. ..	$98 80	18.	Montreal, Canada..	573 85
2.	Alton, Ill.	41 30	19.	Lapel, Ind.	195 60
3.	Streator, Ill.	636 10	20.	Zanesville, Ohio...	323 65
4.	Bridgeton, N. J...	108 50	21.	Richmond, Va. ...	335 90
5.	St. Louis, Mo.....	568 80	22.	San Francisco, Calif.	673 50
6.	Salem, N. J......	1,024 80	23.	Streator, Ill.	
7.	Millville, N. J.....	2,958 20	24.	Newark, Ohio	105 20
8.	Bridgeton, N. J...	1,516 00	25.	Clayton, N. J.....	188 30
9.	Baltimore, Md. ..	1,754 80	26.	Rochester, N. Y...	507 00
10.	Royersford, Pa. ..	657 30	27.	Reading, Ohio	393 80
11.	Millville, N. J....	787 55	28.	Brockwayville, Pa.	45 20
12.	Muncie, Ind.	165 00	29.	Hawley, Pa.	92 20
13.	Coshocton, Ohio.	135 30	30.	Shirley, Ind.	11 30
14.	Woodbury, N. J..	151 10	31.	Spring City, Pa....	189 20
15.	Milwaukee, Wis...	377 50	32.	Clyde, N. Y.......	55 90
16.	Ravenswood, L. I., N. Y.	128 20	33.	Terre Haute, Ind..	211 10
17.	Massillon, Ohio...	473 90	34.	Tarentum, Pa.	589 20

No.	Location.		
35.	Laurens, S. C......	141	80
36.	Marienville, Pa. ..	118	50
37.	Lancaster, N. Y...	147	75
38.	Marion, Ind.	766	30
39.	Lockport, N. Y....	69	70
40.	Cape May C. H., N. J.	20	30
41.	Dunkirk, N. Y.....	43	60
42.	Glassboro, N. J....	125	00
44.	Olean, N. Y.......	493	50
45.	San Francisco, Calif.	126	05
46.	Parkersburg, W. Va.	15	80
47.	Sheffield, Pa.	210	30
48.	Wilcox, Pa.	250	45
49.	Cincinnati, Ohio..	20	00
51.	Redcliff, Alberta, Canada	49	25
52.	Brooklyn, N. Y...	45	80
53.	Swedesboro, N. J.	117	00
54.	Medford, N. J.....	214	55
55.	McDonald, Pa. ...	234	90
56.	Checotah, Okla. ..	107	90
57.	Binghamton, N. Y.	224	24
59.	Dunkirk, Ind.	106	90
60.	Terre Haute, Ind.	1,195	30
61.	Gas City, Ind.....	53	80
62.	Poughkeepsie, N. Y.	91	30
63.	Williamstown, N. J.	287	30
65.	Winchester, Ind...	22	80
66.	Toronto, Ontario..	248	90
67.	Cicero, Ind.	53	80
68.	Alexandria, Va. ..	52	10
69.	Williamstown, N. J.............	36	60
70.	Wallaceburg, Ont.	252	80
71.	Hawthorn, Pa. ...	171	00
73.	Bellaire, Ohio	442	30
74.	Okmulgee, Okla...	29	50
75.	Port Allegheny, Pa.	227	20
76.	Sharpsburg, Pa. ..	256	22
77.	Fairmont, W. Va.	21	20
78.	East St. Louis, Ill.	312	40
79.	Barnesville, Ohio.	81	40
80.	Baltimore, Md. ...	183	05
81.	Chicago Heights, Ill.	222	00
82.	Toledo, Ohio	48	50
83.	Butler, Pa.	127	80
84	Minotola, N. J....	94	80
85.	Kane, Pa.	13	20
87.	Newark, Ohio		
88.	Salem, Va.	100	60
89.	Kansas City, Mo..	40	00
90.	Loogootee, Ind. ..	142	00
91.	Tallapoosa, Ga. ..	25	10
92.	Alton Park, Tenn.	334	00
93.	Charleroi, Pa.	58	40
94.	Pittsburgh, Pa. ...	263	45
95.	Tarentum, Pa.	673	90
96.	Clarksburg, W. Va.	38	70
97.	Philadelphia, Pa...	116	60
98.	Knox, Pa.	216	60
99.	Mount Vernon, Ohio	70	20
100.	Uniontown, Pa. ..	96	30
101.	Coshocton, Ohio..	272	75
102.	Parkers Landing, Pa.	264	60
105.	Punxsutawney, Pa.	320	20
106.	Columbus, Ohio .	161	40
107.	Roulette, Pa.	56	30
108.	Lynchburg, Va. ..	130	20
109.	Wheeling, W. Va.	333	20
110.	Cape May C. H. N. J.	112	00
111.	Minotola, N. J....	10	80
112.	Hazelhurst, Pa. ..	115	50
113.	Jeannette, Pa.	156	60
114.	Spring City-Royersford, Pa..	113	30
115.	Point Marion, Pa.	63	00
116.	Upland, Ind.	348	20
117.	Evansville, Ind. ..	165	05
118.	Baltimore, Md. ..	122	40
119.	Danville, Ill.	116	70
120.	Clarion, Pa.	25	90
121.	Bristow, Okla. ...	177	50
124.	Norfolk, Va.	45	50
126.	Anacortes, Wash.	72	80
127.	California, Pa. ...	64	40
128.	Sapulpa, Okla. ...	102	10
129.	Los Angeles, Calif.	222	20
131.	Paden City, W. Va.	47	50
133.	Indianapolis, Ind.	417	20
134.	Coshocton, Ohio .		
135.	Geneva, N. Y.....	33	70
	Individual assessments	33	50
	Premium received, Canadian exchange, on death claims No. 2342 and No. 2405 ..	87	50
	Total	$30,616	76

Delegates' Expense Fund—Income

No.	Location	
1.	Pittsburgh, Pa.	$34 20
2.	Alton, Ill.	8 00
3.	Streator, Ill.	295 70
5.	St. Louis, Mo.	350 63
6.	Salem, N. J.	219 18
7.	Millville, N. J.	755 01
8.	Bridgeton, N. J.	347 48
9.	Baltimore, Md.	712 12
10.	Royersford, Pa.	262 04
11.	Millville, N. J.	576 69
12.	Muncie, Ind.	7 95
13.	Coshocton, Ohio	62 51
15.	Milwaukee, Wis.	231 28
16.	Ravenswood, L. I.	15 41
17.	Massillon, Ohio	22 78
18.	Montreal, Canada	226 04
19.	Lapel, Ind.	14 50
20.	Zanesville, Ohio	84 14
21.	Richmond, Va.	80 25
22.	San Francisco, Calif.	126 65
23.	Streator, Ill.	227 88
24.	Newark, Ohio	292 50
26.	Rochester, N. Y.	266 00
27.	Reading, Ohio	104 90
28.	Brockwayville, Pa.	22 30
29.	Hawley, Pa.	44 11
31.	Spring City, Pa.	10 08
33.	Terre Haute, Ind.	105 50
34.	Tarentum, Pa.	307 51
35.	Laurens, S. C.	37 25
36.	Marienville, Pa.	
37.	Lancaster, N. Y.	11 50
38.	Marion, Ind.	247 36
39.	Lockport, N. Y.	21 65
40.	Cape May C. H., N. J.	1 00
41.	Dunkirk, N. Y.	
44.	Olean, N. Y.	4 94
45.	San Francisco, Calif.	35 30
47.	Sheffield, Pa.	158 85
48.	Wilcox, Pa.	32 05
49.	Cincinnati, Ohio	3 40
51.	Redcliff, Alberta, Canada	23 10
54.	Medford, N. J.	159 40
55.	McDonald, Pa.	135 90
56.	Checotah, Okla.	101 75
57.	Binghamton, N. Y.	136 56
59.	Dunkirk, Ind.	16 40
60.	Terre Haute, Ind.	333 46
65.	Winchester, Ind.	
66.	Toronto, Ont.	2 40
68.	Alexandria, Va.	
70.	Wallaceburg, Ont.	66 11
71.	Hawthorn, Pa.	95 60
73.	Bellaire, Ohio	100 40
74.	Okmulgee, Okla.	
75.	Port Allegheny, Pa.	75 10
76.	Sharpsburg, Pa.	56 71
78.	East St. Louis, Ill.	129 30
79.	Barnesville, Ohio.	11 45
80.	Baltimore, Md.	66 36
81.	Chicago Heights, Ill.	30 00
87.	Newark, Ohio	676 68
88.	Salem, Va.	
89.	Kansas City, Mo.	
90.	Loogootee, Ind.	66 75
92.	Alton Park, Tenn.	100 50
94.	Pittsburgh, Pa.	78 00
95.	Tarentum, Pa.	224 05
96.	Clarksburg, W. Va.	31 75
98.	Knox, Pa.	169 45
99.	Mount Vernon, Ohio	
100.	Uniontown, Pa.	
101.	Coshocton, Ohio	138 10
102.	Parkers Landing, Pa.	123 25
105.	Punxsutawney, Pa.	263 82
106.	Columbus, Ohio	142 55
108.	Lynchburg, Va.	77 24
109.	Wheeling, W. Va.	15 70
110.	Cape May C. H., N. J.	
112.	Hazelhurst, Pa.	32 51
113.	Jeannette, Pa.	28 75
114.	Spring City-Royersford, Pa.	32 77
116.	Upland, Ind.	245 58
117.	Evansville, Ind.	18 71
118.	Baltimore, Md.	51 86
119.	Danville, Ill.	
120.	Clarion, Pa.	
121.	Bristow, Okla.	101 52
124.	Norfolk, Va.	
126.	Anacortes, Wash.	40 45
128.	Sapulpa, Okla.	256 65
129.	Los Angeles, Calif.	143 55
131.	Paden City, W. Va.	
133.	Indianapolis, Ind.	33 80
134.	Coshocton, Ohio	43 90
	Total	$11,044 62

GENERAL FUND.

Balance in Treasury June 1, 1920		$25,544 02		
Received—				
By trade assessment	$140,184 36			
By national fines	234 45			
By loans returned and miscellaneous	7,191 49			
By supplies	271 32	147,881 62		
Total amount on hand and received			$173,425 64	
Expenditures			112,608 65	
Balance in Treasury June 1, 1921				$60,816 99

DEATH BENEFICIARY DEPARTMENT.

Balance in Treasury June 1, 1920		$20,287 28		
Received—				
By death assessment	$30,529 26			
By premium on Canadian exchange	87 50	30,616 76		
Total amount on hand and received			$50,904 04	
Paid—				
In death claims	$36,183 57			
Branch No. 107, Roulette, Pa., by order of convention	70 00			
Branch No. 39, Lockport, N. Y., money overpaid returned	22 00		36,275 57	
Balance in the Treasury June 1, 1921				$14,628 47

DELEGATES' EXPENSE FUND.

Balance in the Treasury June 1, 1920	$18,092 87		
Received by special assessment	11,044 62		
Total amount on hand and received		$29,137 49	
Expenses of delegates to convention, Chattanooga		10,510 00	
Balance in the Treasury June 1, 1921			$18,627 49

ASSETS OF THE ASSOCIATION JUNE 1, 1921.

United States Liberty and Victory Loans—			
First issue at 3½ per cent	$10,000 00		
Second issue at 4 per cent	40,000 00		
Third issue at 4¼ per cent	10,000 00		
Fourth issue at 4¼ per cent	50,000 00		
Victory issue at 4¾ per cent	5,000 00	$115,000 00	
Canadian Victory Loan at 5½ per cent		10,000 00	
War Savings Stamps, issue of 1918		1,000 00	
Balance in Treasury, General Funds		60,816 99	
Balance in Treasury, Death Beneficiary Department		14,628 47	
Balance in Treasury, Delegates' Expense Fund		18,627 49	
Total			$220,072 95

The Chattanooga Convention in 1920 directed the Secretary to send out a circular asking for subscriptions for Brothers Joseph M. Hickey, Branch No. 121, Bristow, Okla.; P. J. Cavanaugh, Branch No. 127, California, Pa.; Patrick A. Farrell, Branch No. 5, St. Louis, Mo.; Mrs. William Hamilton, widow of a member of Branch No. 60, Terre Haute, Ind.; Ray Sayre, Branch No. 79, Barnesville, Ohio. The appeal went out under date of November 1, 1920, but as Brother Hickey died September 25, 1920, his name was not included.

The amounts received are as follows:

	Branch	P. J. Cavanaugh	P. A. Farrell	Mrs. Hamilton	Ray Sayre
3.	Streator, Ill.	$6 25	$6 25	$6 25	$6 25
5.	St. Louis, Mo............	10 16⅔	*	10 16⅔	10 16⅔
7.	Millville, N. J............	15 00	15 00	15 00	15 00
9.	Baltimore, Md.	15 00	15 00	15 00	15 00
10.	Royersford, Pa.	2 95	2 95	2 95	2 95
13.	Coshocton, Ohio	5 00	5 00	5 00	5 00
17.	Massillon, Ohio	1 25	1 25	1 25	1 25
19.	Lapel, Ind.	3 37½	3 37½	3 37½	3 37½
20.	Zanesville, Ohio	1 00	1 00	1 00	1 00
22.	San Francisco, Calif.......	17 06¼	17 06¼	17 06¼	17 06¼
26.	Rochester, N. Y............	18 00	18 00	18 00	18 00
27.	Reading, Ohio	4 68¾	4 68¾	4 68¾	4 68¾
28.	Brockwayville, Pa.	2 50	2 50	2 50	2 50
29.	Hawley, Pa.	1 12½	1 12½	1 12½	1 12½
36.	Marienville, Pa.	5 75	5 75	5 75	5 75
47.	Sheffield, Pa.	4 00	13 00	14 75	4 00
48.	Wilcox, Pa.	12 43¾	12 43¾	12 43¾	12 43¾
55.	McDonald, Pa.	3 25	3 25	3 25	3 25
73.	Bellaire, Ohio	7 18¾	7 18¾	7 18¾	7 18¾
75.	Port Allegany, Pa.........	1 68¾	1 68¾	1 68¾	1 68¾
76.	Sharpsburg, Pa.	3 75	3 75	3 75	3 75
78.	East St. Louis, Mo........	8 18¾	8 18¾	8 18¾	8 18¾
79.	Barnesville, Ohio	6 00	6 00	6 00	6 00
80.	Baltimore, Md.	10 81¼	10 81¼	10 81¼	10 81¼
94.	Pittsburgh, Pa.	1 18¾	1 18¾	1 18¾	1 18¾
95.	Tarentum, Pa.	6 81¼	6 81¼	6 81¼	6 81¼
98.	Knox, Pa.	8 25	8 25	8 25	8 25
102.	Parkers' Landing, Pa.......	11 50	11 50	11 50	11 50
105.	Punxsutawney, Pa.	5 02½	5 02½	5 02½	5 02½
106.	Columbus, Ohio	2 50	2 50	2 50	2 50
109.	Wheeling, W. Va..........	5 25	5 25	5 25	5 25
118.	Baltimore, Md.	6 15	6 15	6 15	6 15
124.	Norfolk, Va.	2 87½	2 87½	2 87½	2 87½
131.	Paden City, W. Va.........	6 00	6 00	6 00	6 00
	Totals	221 97$\frac{11}{12}$	220 81$\frac{3}{12}$	232 72$\frac{11}{12}$	221 97$\frac{11}{12}$

*Paid their contribution in St. Louis.

At a meeting of the Executive Board held in February last, an appeal for assistance was made by Mrs. Edw. Fordham, widow of one of our members of Branch No. 18, Montreal, Canada. The Board, by unanimous vote, instructed the Secretary to issue the appeal to the trade, which was done on May 7th, 1921. The following contributions have been received.

3.	Streator, Ill.	$5 00
5.	St. Louis, Mo.	16 05
7.	Millville, N. J.	15 00
9.	Baltimore, Md.	15 00
11.	Millville, N. J.	10 00
23.	Streator, Ill.	5 00
35.	Laurens, S. C.	12 75
55.	McDonald, Pa.	5 00
75.	Port Allegany, Pa.	4 25
94.	Pittsburgh, Pa.	3 50
	Total	$91 55

Some contributions were received for Brother George E. Broome too late to be included in my report to the convention last year. Acknowledgment is therefore made as follows:

5.	St. Louis, Mo.	$18 20
7.	Millville, N. J.	20 72
9.	Baltimore, Md.	50 00
15.	Milwaukee, Wis.	6 00
18.	Montreal, Canada	45 00
24.	Newark, Ohio	50 00
107.	Roulette, Pa.	17 25
127.	California, Pa.	16 75
		$223.92

In closing, let me give expression to a most sincere feeling of gratitude and appreciation to my fellow officers for the kind advice and valuable assistance they have rendered to me from time to time in order to facilitate the work of my office and make it as effective as possible.

Nor am I unmindful of the fact that the branch officers and the membership in general have done whatever they could to help along this work, lending assistance whenever called upon, for which I am deeply appreciative.

You will be confronted with problems at this convention that will no doubt tax your powers to meet and solve, but I have an abiding faith in the wisdom of the delegates to rise to the occasion and face the situation squarely as becomes men of labor.

Fraternally submitted,

HARRY JENKINS,
Secretary.

ANNUAL REPORT OF TREASURER HARRY HALTON

Montreal, Quebec, July 11, 1921.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

GREETING:—Once more I have the pleasure to submit for your consideration and approval my annual report of the receipts and expenditures for the year beginning June 1, 1920, and ending May 31, 1921.

GENERAL FUNDS.

Balance in the Treasury, General Funds, June 1, 1920........		$25,544 02
Received—		
From Secretary Harry Jenkins for General Funds from June 1, 1920 to May 31, 1921	$141,364 22	
Interest on $10,000 00 First Liberty Loan at 3½ per cent.	350 00	
Interest on $40,000 00 Second Liberty Loan at 4 per cent.	1,600 00	
Interest on $10,000 00 Third Liberty Loan at 4¼ per cent.	425 00	
Interest on $50,000 00 Fourth Liberty Loan at 4¼ per cent.	2,125 00	
Interest on $5,000 00 Victory Loan at 4¾ per cent.	237 50	
Interest on Canadian Victory Loan, $10,000 00 at 5½ per cent.	687 50	
Interest on deposit and checking accounts..	1,092 40	
Total amount received for general funds		$147,881 62
Total amount on hand and received in General Fund		$173,425 64

EXPENDITURES.

General Funds from June 1, 1920, to May 31, 1921	$112,608 65
Balance in the Treasury, General Funds, June 1, 1921	$60,816 99

DELEGATES' EXPENSE FUND.

Balance in the Treasury, Delegates' Expense Fund, June 1, 1920	$18,092 87
Received from Secretary Harry Jenkins from June 1, 1920, to May 31, 1921	11,044 62
Total amount on hand and received	$29,137 49
Expenses of delegates at the Chattanooga Convention	10,510 00
Balance in the Treasury, Delegates' Expense Fund, June 1, 1921	$18,627 49

DEATH BENEFICIARY DEPARTMENT.

Balance in the Treasury June 1, 1920	$20,287 28
Received from Secretary Harry Jenkins from June 1, 1920, to May 31, 1921	30,616 76
Total amount on hand and received	$50,904 04
Paid in death claims during the year	36,275 57
Balance in the Treasury June 1, 1921	$14,628 47

BANK ACCOUNTS.

First Trust and Savings Bank, Alton, Illinois—Checking account	$60,416 87
First Trust and Savings Bank, Alton, Illinois—Deposit accounts	20,095 86
Central National Bank, Philadelphia, Pa.—Emergency fund	7,500 00
Colonial Trust Co., Philadelphia, Pa.—Emergency fund	2,500 00
Canadian account, Montreal, Quebec	3,560 22
Total amount in banks June 1, 1921	$94,072 95

LIBERTY BONDS.

First issue Liberty Bonds 3½ per cent.	$10,000 00
Second issue Liberty Bonds 4 per cent.	40,000 00
Third issue Liberty Bonds 4¼ per cent.	10,000 00
Fourth issue Liberty Bonds 4¼ per cent.	50,000 00
Fifth issue Victory Bonds 4¾ per cent.	5,000 00
Canadian Victory Bonds 5½ per cent.	10,000 00
War Saving Stamps	1,000 00
Total amount invested in Liberty Loans, Canadian Victory Bonds and War Saving Stamps	$126.000 00

RECAPITULATION.

June 1, 1921, first issue Liberty Loan	$10,000 00
June 1, 1921, second issue Liberty Loan	40,000 00
June 1, 1921, third issue Liberty Loan	10,000 00
June 1, 1921, fourth issue Liberty Loan	50,000 00
June 1, 1921, fifth issue Victory Bonds	5,000 00
Canadian Victory Bonds	10,000 00
War Saving Stamps	1,000 00
By cash in general funds June 1, 1921	60,816 99
By cash in the death beneficiary department June 1, 1921	14,628 47
By cash in the delegates' expense fund June 1, 1921	18,627 49
Total assets of the Association June 1, 1921	$220,072 95

During the year the trade was notified by Secretary Jenkins of the death of seventy-two members, who were in good standing and entitled to benefits. There being a surplus in the Treasury, assessments were levied only on forty-four, making the amount paid by each member during the year into the Death Beneficiary Department four dollars and forty cents ($4.40). I am pleased to say that all of the claims have been satisfactorily settled and I hold receipts for them. I take advantage of this opportunity to thank the officers of the various Branches for their co-operation in settling these claims and their prompt return of the receipts.

To President John A. Voll, Vice President James Maloney, Secretary Harry Jenkins and all the Executive Officers I extend my sincere thanks for their assistance during the year.

I trust that your deliberations here will prove helpful to our officers, and beneficial to our trade and its membership, and the American Labor Movement.

Fraternally submitted,

HARRY HALTON,
Treasurer.

THIRD DAY'S SESSION.

July 13, 1921.

The convention was called to order at 1.30 P. M. by President Voll. Roll call showed all delegates and officers present.

On motion the following felicitations between the Flint Workers and our Association were directed to be entered on the minutes:

Philadelphia, Pa., July 5, 1921.

William P. Clarke, President,
Flint Glass Workers' Union, in Convention Assembled,
Sandusky, Ohio.

In the name and on behalf of the Glass Bottle Blowers' Association I extend fraternal greetings and good will to your officers and delegates in convention assembled and to your Association as a whole. May your deliberations and final conclusions be prolific of great good to your membership and strike such a blow at the open shop and reactionaryism in general as will leave its echo resounding throughout our country.

JOHN A. VOLL, President,
Glass Bottle Blowers' Association.

Sandusky, Ohio, July 11, 1921.

John A. Voll, President,
Glass Bottle Blowers' Association in Convention Assembled,
Montreal.

In carrying out the instructions of the delegates assembled at the Forty-fifth Convention of the American Flint Workers Union, I hereby extend fraternal greetings to the officers and delegates of the Glass Bottle Blowers' Association in convention assembled. In these times of peril when the labor movement throughout the entire world is in jeopardy, we sincerely trust that the deliberations of your delegates will be of such a character that your organization will ever continue to prosper in the future as in the past and will redound to the best interest of your membership.

CHAS. J. SHIPMAN, Sec'y-Treasurer,
American Flint Glass Workers Union.

Secretary Jenkins read a letter from Mr. C. F. Leng, of New York City, a former glassworker, now a prosperous business man who continues to be interested in the men and affairs of the craft, asking if he might subscribe to "The Bottle Maker," he having observed that it was to be published by the Association. On motion, unanimously agreed to, the Secretary was directed to enter Mr. Leng's name on the complimentary mailing list.

A communication was also read from Mr. George W. Yost, President of the National Bottle Manufacturers' Association, as follows:

Dear Mr. Voll:—
I want to add what I can to the efforts of our boys to have the annual convention of the Glass Bottle Blowers' Association held in Bellaire in 1922. I can assure the members of your Association a hearty welcome. Our workmen have arranged a program that will be of interest to all.
With kind regards, I remain,
Yours very truly,
GEORGE W. YOST.

Secretary Jenkins and Treasurer Halton then read their annual reports of the financial affairs of the Association. These on motion were referred to the Auditing Committee. During the year seventy-two members who were entitled to death benefits died and benefits were paid in full, leaving a balance in the treasury of the Death Beneficiary Department of $14,628.47. The total balance in the general treasury of the Association is $220,072.95. The two reports for convenient reference appear in the minutes of Tuesday along with those of other national officers.

Delegate Fody asked if any of the banks in Alton, Illinois, in which money of the Association was deposited, are controlled by the Illinois Glass Company. President Voll replied emphatically, "No, sir; they are not!"

At his request the privilege of the floor was given John Mooney, of California, and he gave an outline of the history of what he said was "the frame-up against union labor" in the trial and conviction of his brother, Tom Mooney in connection with a bomb explosion in San Francisco several years ago, and asked for subscriptions to a journal "Tom Mooney's Monthly."

The Auditing Committee having finished their work, presented their report, Secretary Colin reading. On motion it was received and directed to be made part of these minutes.

Secretary Jenkins called attention to the fact, which appeared in the report of the Auditing Committee, that frequently after remitting money to the national office a branch financial secretary or treasurer, according to the practice prevailing in the branch as to which officer was charged with that duty, failed to send in receipts. Delegate Fody made the point that when these receipts were not on file in the national office it really meant that in such cases an audit must necessarily be one-sided; in other words, only the record on one side of that transaction was in evidence.

Delegate Dall pointed out the great improvement in the present method of auditing the accounts of the Association over those used in the past and said it resulted in a benefit, by reason of system and accuracy and saving of time, not only to the national office but also to branches. Delegate Tyler suggested that it might be well if the Law Committee would bring in a provision to penalize a branch for failure to send in its original receipts. The subject was further discussed by Delegate Johnson, who explained how it came about that Branch 22 had not sent its receipts, and by Delegate Barber, who described the practice in Branch 7 by which a receipt came into the hands of the financial secretary and the treasurer and was remitted to the national office by the latter.

Secretary Jenkins said proper blanks were sent to all the branches to be used when remitting money, and they are all exactly alike. All that is necessary is for the proper officer of the branch to fill out the two, and send them to the national office. As soon as they are received the secretary signs them, puts one in the files and returns the other to the branch. Those receipts must coincide with the books in the national office, and when the Auditing Committee is at work they compare the branch receipts with the book entries. The accounts of the national office are balanced daily so that it is possible at any time to determine within a few minutes the exact financial condition of the Association, to a penny.

President Voll urged the delegates to use their influence toward having their respective branches adopt systematic methods whereby receipts would always be returned. He spoke of a dramatic incident that occurred a number of years ago in a convention at Atlantic City when, in answer to criticisms, Treasurer Conrad Auth, a most upright and fearless man, produced all the bonds of the Association and exhibited them to the delegates. "The object in auditing the national books is to give a committee which represents the membership an opportunity to go into every detail of the finances so that you men may know at all times where the money of the Association is, what is received, where it goes, and that you are fully protected; and when there is a receipt on file in the branch as well as in the office for money sent by a branch to the national office the danger of any change or mistake is minimized. To impose a penalty on a branch officer for failure to send a receipt might require a constitutional amendment, but in any event the Law Committee can bring in a rule to that effect, if they see fit, and the convention can go on record as in favor of uniformity and exactness in financial affairs."

The report of the Auditing Committee as adopted is as follows:

REPORT OF AUDITING COMMITTEE

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

BROTHERS:—We, your Auditing Committee, having been appointed by President Voll to audit the books of this Association, met in Philadelphia in accordance with the provisions of our by-laws and after a thorough investigation of the books of Treasurer Halton and Secretary Jenkins for the year beginning June 1, 1920, and ending May 31, 1921, we are pleased to say that we found their accounts absolutely correct. We submit the following for your consideration:

General Funds.

Balance in Treasury June 1, 1920........	$ 25,544.02		
Received by trade assessment June 1, 1920 to May 31, 1921........................	140,184.36		
Received by national fines................	234.45		
Received by loans and miscellaneous....	7,191.49		
Received by supplies......................	271.32		
Total amount on hand and received..		$173,425.64	
Expenditures		112,608.65	
Balance in Treasury June 1, 1921....			$ 60,816.99

Delegates' Expense Fund.

Balance in Treasury June 1, 1920	$ 18,092.27		
Received by special assessment	11,044.62		
Total amount on hand and received		$ 29,137.49	
Expenses of delegates to 1920 convention		10,510.00	
Balance in Delegates' Expense Fund			$ 18,627.49

Death Beneficiary Department.

Balance in Treasury June 1, 1920	$ 20,287.28		
Received by death assessment June 1, 1920 to May 31, 1921	30,529.26		
Received by premium on Canadian exchange	87.50		
Total amount on hand and received		$ 50,904.04	
Paid out in death claims and money overpaid returned		36,275.57	
Balance in Treasury June 1, 1921			$ 14,628.47

Assets of the Association June 1, 1921.

Liberty and Victory Bonds, 1st issue at 3½ per cent	$10,000.00	
Liberty and Victory Bonds, 2nd issue at 4 per cent	40,000.00	
Liberty and Victory Bonds, 3rd issue at 4¼ per cent	10,000.00	
Liberty and Victory Bonds, 4th issue at 4¼ per cent	50,000.00	
Liberty and Victory Bonds, 5th issue at 4¾ per cent	5,000.00	
Canadian Victory Bonds at 5½ per cent	10,000.00	
War Savings Stamps, issue of 1918	1,000.00	
First Trust and Savings Bank, Alton, Ill., checking account	60,416.87	
First Trust and Savings Bank, Alton, Ill., deposit account	20,095.86	
Central National Bank, Philadelphia, Pa., emergency fund	7,500.00	
Colonial Trust Company, Philadelphia, Pa., emergency fund	2,500.00	
Canadian Account, Montreal, Quebec	3,560.22	
Total assets of the Association, June 1, 1921		$220,072.95

Recapitulation.

Liberty and Victory Bonds, 1st issue at 3½ per cent	$10,000.00
Liberty and Victory Bonds, 2nd issue at 4 per cent	40,000.00
Liberty and Victory Bonds, 3rd issue at 4¼ per cent	10,000.00
Liberty and Victory Bonds, 4th issue at 4¼ per cent	50,000.00
Liberty and Victory Bonds, 5th issue at 4¾ per cent	5,000.00
Canadian Victory Bonds, at 5½ per cent	10,000.00
War Savings Stamps, issue of 1918	1,000.00

By cash in general funds	60,816.99	
By cash in death beneficiary department	14,628.47	
By cash in delegates' expense fund	18,627.49	
Total assets of the Association, June 1, 1921		$220,072.95

OFFICERS' SALARY AND EXPENSE ACCOUNT.

President John A. Voll	Salary	$4,000.00	
	Expense	1,209.91	
	Total		$5,200.91
Vice President James Maloney	Salary	$3,000.00	
	Expense	2,803.79	
	Total		$5,803.79
Secretary Harry Jenkins	Salary	$3,000.00	
	Expense	1,379.44	
	Total		$4,379.44
Treasurer Harry Halton	Salary	$1,800.00	
	Expense	802.90	
	Total		$2,602.90
Arthur Muhleman	Wages	$2,386.00	
	Expense	1,601.88	
	Total		$3,987.88
J. L. Lanoux	Wages	$ 361.00	
	Expense	393.70	
	Total		$ 754.70
William C. Connolly	Wages	$2,425.00	
	Expense	1,279.36	
	Total		$3,704.36
Robert G. Vansant	Wages	$ 467.00	
	Expense	474.99	
	Total		$ 941.99
William W. Campbell	Wages	$1,345.00	
	Expense	1,516.63	
	Total		$2,861.63
John S. Roberts	Wages	$ 764.00	
	Expense	941.98	
	Total		$1,705.98

Albert C. McLaughlin	Wages	$ 679.00	
	Expense	845.93	
	Total		$1,524.93
Thomas B. Eames	Wages	$ 705.02	
	Expense	658.60	
	Total		$1,343.62
William Warren	Wages	$ 223.00	
	Expense	228.79	
	Total		$451.79

The Branches who failed to send in receipts are as follows: Nos. 3, 4, 8, 22, 26, 40, 43, 45, 46, 51, 52, 57, 58, 59, 65, 87, 89, 91, 96, 99, 100, 120.

Your committee again wishes to emphasize the fact that the finances of the Association are taken care of in the most able manner possible. The methods used by Secretary Jenkins and Treasurer Halton are modern in every way making it possible for an auditing committee to go over their accounts in the minutest search, and we are firmly convinced that these officers deserve your utmost confidence. We wish to extend our thanks to them and the office force for the aid given us in our work, which was at all times at our command.

Respectfully submitted,

Samuel Carter, *Chairman.*
Charles Call,
Louis Colin, *Secretary.*

It appearing that a number of the committees still had a large amount of work to do and none was prepared to report, on motion the convention adjourned to 1.30 P. M. Thursday, July 14, 1921.

FOURTH DAY'S SESSION.

July 14, 1921.

The convention was called to order at 1.30 P. M. by President Voll. Roll call showed all members present.

The report of the Apportionment Committee was read by Secretary Call, as follows:

REPORT OF APPORTIONMENT COMMITTEE.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

FELLOW DELEGATES:—Your Committee, appointed to determine the amount due delegates for time spent in coming to and returning from this convention, after careful consideration, submit our report.

The number of days allowed the respective delegates for time necessarily spent in traveling to and from Montreal, are as follows:

				Days coming	Days going	Total
Branch	No.	1.	Pittsburgh, Pa........	1½	1½	3
"	"	3.	Streator, Ill.........	2	2	4
"	"	5.	St. Louis, Mo........	2	2	4
"	"	6.	Salem, N. J..........	1	1	2
"	"	7.	Millville, N. J........	1	1	2
"	"	8.	Bridgeton, N. J.....	1	1	2
"	"	9.	Baltimore, Md.......	1	1	2
"	"	10.	Royersford, Pa.......	1	1	2
"	"	11.	Millville, N. J........	1	1	2
"	"	13.	Coshocton, O........	1½	1½	3
"	"	15.	Milwaukee, Wis......	2	2	4
"	"	17.	Massillon, O.........	1½	1½	3
"	"	20.	Zanesville, O.........	1½	1½	3
"	"	21.	Richmond, Va.......	1½	1½	3
"	"	22.	San Francisco, Calif.	5	5	10
"	"	23.	Streator, Ill..........	2	2	4
"	"	24.	Newark, Ohio.......	1½	1½	3
"	"	26.	Rochester, N. Y.....	1	1	2
"	"	27.	Reading, O...........	1½	1½	3
"	"	33.	Terre Haute, Ind.....	2	2	4
"	"	34.	Tarentum, Pa........	1½	1½	3
"	"	35.	Laurens, S. C........	2	2	4
"	"	36.	Marienville, Pa.......	1½	1½	3
"	"	38.	Marion, Ind..........	1½	1½	3
"	"	44.	Olean, N. Y.........	1½	1½	3
"	"	45.	San Francisco, Calif.	5	5	10
"	"	47.	Sheffield, Pa..........	1½	1½	3
"	"	54.	Medford, N. J.......	1	1	2
"	"	55.	McDonald, Pa........	1½	1½	3
"	"	56.	Checotah, Okla.......	3	3	6
"	"	57.	Binghamton, N. Y...	1	1	2
"	"	60.	Terre Haute, Ind.....	2	2	4
"	"	66.	Toronto, Canada.....	1	1	2

				Days coming	Days going	Total
Branch	No.	71.	Hawthorn, Pa........	1½	1½	3
"	"	73.	Bellaire, O...........	1½	1½	3
"	"	75.	Port Allegany, Pa....	1½	1½	3
"	"	76.	Sharpsburg, Pa.......	1½	1½	3
"	"	78.	East St. Louis, Ill...	2	2	4
"	"	80.	Baltimore, Md........	1	1	2
"	"	81.	Chicago Heights, Ill.	2	2	4
"	"	84.	Minotola, N. J........	1	1	2
"	"	87.	Newark, Ohio........	1½	1½	3
"	"	92.	Chattanooga, Tenn...	3	3	6
"	"	94.	Pittsburgh, Pa........	1½	1½	3
"	"	95.	Tarentum, Pa........	1½	1½	3
"	"	98.	Knox, Pa............	1½	1½	3
"	"	101.	Coshocton, Ohio.....	1½	1½	3
"	"	102.	Parkers' Landing, Pa.	1½	1½	3
"	"	105.	Punxsutawney, Pa....	1½	1½	3
"	"	106.	Columbus, Ohio......	1½	1½	3
"	"	110.	Cape May C. H., N. J.	1	1	2
"	"	112.	Hazelhurst, Pa.......	1½	1½	3
"	"	113.	Jeannette, Pa.........	1½	1½	3
"	"	114.	Royersford, Pa.......	1	1	2
"	"	116.	Upland, Ind..........	1½	1½	3
"	"	118.	Baltimore, Md.......	1	1	2
"	"	120.	Clarion, Pa..........	1½	1½	3
"	"	121.	Bristow, Okla........	3	3	6
"	"	128.	Sapulpa, Okla........	3	3	6
"	"	133.	Indianapolis, Ind.....	1½	1½	3
"	"	135.	Geneva, N. Y........	1	1	2

We recommend that the Treasurer of the Association make payment to delegates on account of amount due under these provisions, on the first Friday of the convention and the balance on adjournment.

Respectfully submitted,

SAMUEL CARTER, *Chairman.*
LOUIS COLIN, *Secretary.*
HARRY JENKINS, *National Secretary.*
HARRY HALTON, *National Treasurer.*
CHARLES CALL, *Committee Secretary.*

There was a brief discussion by members of a few branches over the time allowed for traveling. This was entirely without complaint, however. Secretary Jenkins explained that the committee had taken into consideration a sort of a thousand mile zone as a basis for calculating time necessarily spent in traveling to and from the convention and had tried to do exact justice to every one.

President Voll said—In the performance of duty for the Association no man is expected to lose any money, neither is he expected to take advantage. There is no doubt that some branch representatives here have a very good claim for a little more allowance than given in the report. The committee, however, have done remarkable work when we consider that they have given study to more than one hundred branches and tried to calculate the travel time required so as to be fair and at the same time safeguard the treasury. The principal thing is, it is up to the honesty of every delegate as to what he thinks is a just and fair allowance of time, without considering any side trips.

On motion it was unanimously agreed to refer to the Apportionment Committee for adjustment all questions relating to travel time of delegates.

Treasurer Halton, explaining the exchange on American money, said, "I exchanged one hundred dollars yesterday and received a premium of twelve dollars, but a man who followed me in the bank bought that one hundred dollars and paid fourteen dollars and fifty cents for it in exchange. I have been able to have American currency shipped to me here by express and it is in the Bank of Montreal now; so delegates will be paid in American currency which they can exchange for Canadian and receive the benefit of the premium. However, I advise you not to exchange more money than you will need here, because if you need to re-exchange it you will have to pay a premium.

President Voll, stating that Executive Officer Campbell had attended to winding up the affairs of the Association in Alton and had done some other special work, asked him to make a report, which he did. On motion the Secretary was directed to enter it in the minutes.

REPORT OF EXECUTIVE OFFICER WM. W. CAMPBELL

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

BRETHREN:—My work as one of your executive officers during the past year has not been as strenuous as during 1919 and 1920 on account of the termination of the struggle, for the time being, with the Illinois Glass Company. President Voll and Vice President Maloney have informed you fully of that in their very able reports.

Upon adjournment of our convention at Chattanooga last July, I returned to Alton, Illinois, to look after the interests of the Association. The struggle at that time was at its height and several suits were pending in the courts. The most important of these was the indictment by the Grand Jury of five thugs for assault with intent to kill A. F. of L. Organizer T. A. Harris and myself, on the night of June 17th, in front of the Mineral Springs Hotel. This was described to the delegates in the Chattanooga Convention in detail. I spent a week at Alton arranging with attorneys to prosecute these offenders. The State's Attorney, Mr. Struber, informed us that he would prosecute without mercy, as did his assistant, Mr. Brown. The city court of Alton had tried those thugs, found them guilty and fined them two hundred dollars each, which was the maximum penalty allowed. The Illinois Glass Company paid those fines. We all believed, of course, that the State's Attorney had a very strong case, and as Mr. Struber was a candidate for re-election in the coming election he showed much interest and determination to prosecute. He was successful in the election and then showed a very different attitude, and at a conference in Attorney Brenholt's offices, at which his assistant, with Attorney Baker were present, Mr. Struber told us very flatly that if those offenders would plead guilty and pay the maximum fine to the State, he would not go to trial. After much discussion as to his change of attitude we concluded there was nothing left for us but to acquiesce. The final result was that the five thugs pleaded guilty and paid the maximum fine, or rather those fines were paid by the Illinois Glass Company. This cleaned up all the many litigations and court proceedings at Alton during the months of our attempt to organize that plant.

I went from Alton to Atlantic City and attended the final wage conference at which substantial increases were secured in all departments of our trade. After that final conference the officers of this Association held an executive session as has been stated to you by our President and Vice President. The controversy with the Illinois Glass Company on account of the restraining order and the mandatory order—in other words, the injunction proceedings from Judge Anderson's Court of Indianapolis, together with other complications and issues that had arisen in the short time between our convention and the Board meeting, and the condition of our treasury made it advisable for the time being to not continue our campaign at Alton.

On August 27th I returned to Alton to close our affairs at that place until some opportune time in the future. The only efforts we have made at Alton since last September have been through the labor paper which we were instrumental in establishing there. This is owned and controlled by the trade unions of Alton. It has been in existence for fourteen months and is self-supporting. It is aggressive and a valuable asset to the labor movement in that vicinity. It has been going into the homes of eight hundred employees of the Illinois Glass Company every week. I believe it is a good investment for this Union. The expense has been moderate, approximately fifty dollars per month, and it is sure to have its effect upon those men and women who have no idea of the American labor movement. It will act as a silent organizer among them and I am sure at some future time we will realize its good effect.

About the middle of September I received a telegram from President Voll stating that my services were at the disposal of the American Federation of Labor until election day and to report at once to Secretary Frank Morrison at Washington, D. C.

During the American Federation of Labor convention held in Montreal in June, 1920, a non-partisan political campaign was adopted to be put in effect for the last election. This policy is a practical one for all trade unions to practice; namely, that of supporting our friends and defeating our enemies on election day, regardless of the candidates or own party affiliation. The American Federation of Labor placed all its available organizers in the political field and solicited officials from all affiliated internationals.

I was designated by President Voll to act in this capacity for the Glass Bottle Blowers' Association, and upon arriving at Washington, Secretary Morrison, with Mr. Wallace of the American Federation of Labor, held a meeting and it was there decided that I was to use my efforts in Ohio. This was a non-partisan movement in every sense and the result of the campaign, while not entirely satisfactory, was at least successful in defeating fifty-nine aspirants to public office who were antagonistic to organized labor. Among the many enemies of labor that went down by this non-partisan method were such reactionists as Bailey of Texas, Smith of Colorado, Gore of Oklahoma, and Esch of the famous Esch-Cummings railroad bill. Mr. Cummings of Iowa, through the efforts of the organizers in his district, ran one hundred and fifty thousand votes behind President Harding. In our opinion the political policy of the American Federation of Labor, namely, non-partisan, is the only one by which the trade unions of this country can successfully merge, and defeat political representatives of the capitalistic class. This non-partisan movement allows all parties to center their voting power for or against a candidate without affecting their party affiliation.

For the benefit of some of the younger delegates who are not familiar with the non-partisan movement as adopted by the American Federation of Labor, I beg at this time to digress and make a few statements from practical experience. The philosopher, Schopenhauer, said this is a queer world, with many problems, and cited this: Why does a horse eat grass and grow hair and a goose eat grass and grow feathers? That is a problem and it is a natural one; but the great problem that confronts the American labor movement is political: How can we get all the votes in the labor movement to centralize in supporting our friends and defeating our enemies?

Consider the prohibition movement. It is a long way back to the days of Carrie Nation with her hatchet. The friends of prohibition went on without accomplishing much until it occurred to them to use the non-partisan movement and now in the United States prohibition is an accomplished political fact.

It is very important to the trade unions now that women who have so recently come into the franchise should be educated on labor questions. The wives, mothers, daughters and sisters of the trade unionists have a tremendous power and they should be educated to use it under non-partisan methods, regardless of party affiliation, in favor of that candidate whose past toward labor is clean. Give the woman voter serious consideration and it will work out to the advantage of the trade union movement and the working class in general. Lay aside party affiliations and when a candidate who has proved he is a friend of labor presents himself before you for office give him the benefit of your support, regardless of what his politics may be. This is the policy of the American Federation of Labor.

During my tour of Ohio I talked to many gatherings in the industrial centres of the State upon the non-partisan campaign of the American Federation of Labor. I also made it a point to visit our branches in Ohio whenever possible. Special efforts were made in the steel centres of Youngstown and the Mahoning Valley, also at Springfield and at Steubenville, East Liverpool and Marietta. This movement terminated upon election day. From that time, November 1st, to the present I have been actively engaged in the factory except when complying with occasional orders from President Voll to adjust disputes as they arose at different places. Those cases follow in order:

Lancaster, N. Y.

The glass bottle plant at Lancaster, N. Y., has been under our jurisdiction for many years and has been operated as a union factory. But late last fall Doctor Decker of Buffalo, N. Y., the inventor of the Hygiea Nursing Bottle, bought this plant to produce his own bottles. He turned the factory and business over to his son to operate and we were informed by members of our branch that they intend installing Howard feeds and running the plant non-union. President Voll requested me to take this matter up and give it proper attention. On November 21st I called upon Mr. Decker in company with the Branch Committee. We found Mr. Decker, Jr., a very aggressive business man without the slightest experience in the glass business and very much instilled with the idea of the so-called open shop. He had secured as his manager a Mr. Whiteman who had had much experience in bottle factories in various plants in Pennsylvania and who seemed very anxious to run this plant without recognizing this Association.

We found Mr. Decker, Jr., to be a fair, broad-minded man and open to conviction, but Mr. Whiteman seemed set in his idea to run non-union and naturally Mr. Decker was guided accordingly. They had installed two flows and intended operating two hand machines as well. After two conferences we convinced him of the advisability of employing our people. He has done this in the full sense of the term with the exception of two operators on the flows. Our people are employed on the flows, on the hand machines, and in the packing room. They receive the proper scale and the rules are applied. The branch is functioning and is represented at this convention by Brother Jacob Bork. Much consideration is due the members of Branch 37 for their attitude of patience and diplomacy during the negotiation, and the spirit they showed in support of our policy; namely, to go along during this industrial depression, thus showing they were worthy of recognition by this new firm.

In conclusion, I beg to state that the two non-union men on the flow will be initiated as members of Branch 37 in the near future. We will then have a one hundred per cent. organization at that plant.

Dunkirk, N. Y.

This is one of the plants that was taken over by the Thatcher-Baldwin Milk Bottle Company. It was formerly one of the Essex plants and is equipped entirely with Hartford-Fairmount flows. This company, as you know, never recognized any trade union until last summer when Mr. Baldwin, President of the Company, was in attendance at the final conference. During the past two years I have had several conferences with him at their Elmira, N. Y., offices, and since the last conference he has shown a very different attitude towards us. We feel if we proceed properly that in time we may be able to convince this firm that it will be of mutual benefit to us all to allow us jurisdiction over all these plants. We now have jurisdiction at Lockport, N. Y., but at Dunkirk they have been operating with boys and laborers and paying whatever they saw fit.

On the sixth of last December I called on Mr. Golden, who is manager of the Dunkirk plant, and told him of Mr. Baldwin's seemingly favorable attitude at the final conference. I could not prevail upon Mr. Golden to employ our people, and comply with the conference agreement. On December 29th I went to Elmira, N. Y., and took the matter up with Mr. Baldwin, and after placing the Dunkirk situation before him he promised to notify Manager Golden to pay the list as agreed to at the Atlantic City conference. This has been carried out, but Manager Golden does not recognize our union. We feel that after a few more meetings with Mr. Baldwin we can prevail upon him to instruct Mr. Golden to deal with us.

Lockport, N. Y.

On April 9th, I went to Lockport, N. Y., by instructions from President Voll to straighten out a few tangles at that place. This is another of the Thatcher-Baldwin milk jar plants and it is equipped with Hartford-Fairmount flows. This plant is under our jurisdiction and the list and rules are accepted in their entirety by the manager. Our people are doing well at Lockport and they and the management seem satisfied.

It seems to be the policy of the Thatcher-Baldwin Company to allow the managers of their different plants to decide to a great extent the policy in their respective plants, either union or non-union.

Geneva, N. Y.

The plant at Geneva has been operating off and on for several years and has been idle all this season until about May first of this year. On May 15th I organized the branch at Geneva and prospects for its continued operation are very encouraging. This plant was first started non-union years ago and was organized by Vice-President Maloney, and when it is in operation it has been under our jurisdiction.

The Geneva Branch is represented at this convention by Brother Chester Myers.

In connection with my official work during the last year, I have attended Board meetings, preliminary conferences, and talked at branch meetings at Millville, N. J., Binghamton, N. Y., Massillon, Ohio; Zanesville and Newark, Ohio, and attended to Association affairs at Alden, N. Y.

In all my official work I found our members ever ready to help and co-operate, and for such support I extend to them my sincere thanks.

To President Voll I feel grateful for his timely advice and his clear prompt and progressive methods in carrying on and directing the affairs of our Association, and consider it a pleasure to serve as an executive officer under him.

To Vice President Maloney and Secretary Jenkins, whose advice and encouragement have often helped to smooth the rough places I am sincerely grateful. To Treasurer Halton, with whom I have associated a great deal while working at Alton, Illinois, I wish to extend my appreciation for his kindly help and assistance.

For my colleagues on the executive board I have a high regard and have always found them real men, ever ready to do battle when the interests of our union were involved.

In conclusion, my Fellow Workers, I sincerely trust that we will be honest with ourselves and those back home in all our deliberations; that this convention will be progressive and will serve as another mile stone on the road to prosperity and advancement for the men, women and children of the glass bottle industry.

Respectfully submitted,

WM. W. CAMPBELL,
Executive Officer.

The Apprentice Committee presented their report, Secretary Yohler reading. On motion it was adopted as follows:

REPORT OF COMMITTEE ON APPRENTICES.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

FELLOW DELEGATES:—Your Committee on Apprentices beg leave to submit the following for your consideration:

We recommend that there shall be no apprentices taken in either the blown ware or the machine department for the blast of 1921-1922.

Respectfully submitted,

FRANK KOEBERT, *Chairman,*	Branch 15.
EDWARD SWEENEY,	Branch 34.
WILLIAM MATHIS,	Branch 44.
WILLIAM J. MOORE,	Branch 84.
MARTIN W. SIMCOWIAK,	Branch 95.
RALPH TOZER,	Branch 110.
JOSEPH McDOLE,	Branch 56.
L. B. VAN WHY,	Branch 57.
CLYDE KEGEREIS,	Branch 116.
REUBEN YOHLER, *Secretary,*	Branch 133.

The Committee on Union Label having concluded their work, the report was read by the secretary, Mrs. Lillian J. Kelly, of Branch 11, Millville, N. J. It was on motion adopted, as follows:

REPORT OF COMMITTEE ON UNION LABEL

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

GREETING:—Your Committee on Union Label beg to submit these recommendations for your consideration:

1. That all delegates on their return home shall make it their special business to appoint label committees and to secure from the Union Label Department of the American Federation of Labor a sufficient number of copies of its publication which lists all those manufacturers who use union labels, to supply every member of the branch with a copy.

2. That our national officers be requested to urge the Red Cross, Young Men's and Young Women's Christian Associations, Knights of Columbus, and all other organizations that are doing war welfare work to make use of union labels wherever possible. These organizations should bear in mind that the union label stands for shorter hours and better working conditions for labor in general.

3. That delegates to future conventions use their best efforts to obtain and wear as many union labels as possible.

4. That the policy of the American Federation of Labor shall be carried out by our national officers and the membership. Further, that members be urged to support all candidates for political office who are favorable to organized labor.

5. All branch secretaries are hereby directed to write to the Secretary of the Union Label League at Washington, D. C., and obtain copies of the designs of all seals and labels that are used on union made goods.

6. As the paramount issue of today in the American labor movement is the political propaganda of the American Federation of Labor to elect your friends and defeat your enemies, the same principle should be applied to the demands of the union label trades. Remember your friends and defeat your enemies by your

purchasing power. Thus you demonstrate that the American labor movement is united on the issues before the organized forces of our country. To promote the production of union labeled products there must be mutuality and co-operation among organized workers and a consistent demand, which will give employment to organized men and women.

7. We have learned that there are indications of a movement on the part of manufacturers in the tobacco industry to discontinue the use of the union label on their products; also efforts on the part of jobbers and retailers to discourage the purchase of union label tobacco, cigarettes and snuff, by the assertion that union label products are inferior to non-union brands, which are manufactured under non-union conditions with cheap labor. As a result, brands bearing the label of the Tobacco Workers' International Union are not receiving the patronage to which they are entitled. A greater demand for them would induce unfair firms to adopt the union label and many thousand tobacco workers could thereby be organized in the United States and Canada. Therefore, be it

RESOLVED, That delegates in this convention pledge their united effort among their branch membership, on their return home, to create a greater demand for tobacco, cigarettes and snuff bearing the union label.

Respectfully submitted,

JOHN H. ARNOLD, *Chairman*,	Branch 95.
RICHARD PARKER,	Branch 121.
WILLIAM THOMAS,	Branch 22.
GEORGE GUTHRIE,	Branch 60.
CHARLES PATTERSON,	Branch 66.
ERNEST BELL,	Branch 80.
LOUIS DEUTSCH,	Branch 87.
HARVEY UMSTEAD,	Branch 114.
LILLIAN J. KELLY, *Secretary*,	Branch 11.

No other committees being ready to report, and there being a large amount of work before committees, on motion, the convention adjourned to 1 P. M. Friday, July 15, 1921, to allow the committees to get to work.

FIFTH DAY'S SESSION.

July 15, 1921

Convention was called to order at 1.30 P. M., President Voll in the chair. Roll call showed all members of the convention present.

An interesting discussion was had on the subject of the law of California relating to weights and measures, and tolerances thereon. This was taken part in by Delegates Johnson and Tyler and Vice President Maloney. Secretary Jenkins said that as a result of a conference between representatives of the Association and the Superintendent of Weights and Measures of New York, certain tolerances had been mutually agreed to. These have been issued in the form of a bulletin and might serve as a basis for adjustment or adoption in other states. For the purpose of giving this information to all members the bulletin is here appended:

NEW YORK STATE WEIGHTS AND MEASURES BULLETIN.

JOHN F. FARREL
Superintendent Weights and Measures of the State of New York.

NEW SERIES DECEMBER, 1914. No. 3.

The following variations in the amount of contents will be allowed, such variations to be as often above as below; above 40 ounces a variation of two per cent. (2%) will be allowed.

Size or capacity in fluid ounces.	Capacity in fluid drams.	Maximum allowable error above or below.
Up to 3	24	2.00 fl. drams.
4	32	2.40
5	40	2.80

Size or capacity in fluid ounces.	Capacity in fluid drams.	Maximum allowable error above or below.
6	48	3.20
6½	52	3.66
7	56	3.82
7½	60	3.98
8	64	4.14
8½	68	4.30
9	72	4.46
9½	76	4.62
10	80	4.78
10½	84	4.94
11	88	5.10
11½	92	5.26
12	96	5.42
12½	100	7.17
13	104	7.33
13½	108	7.49
14	112	7.65
14½	116	7.81
15	120	7.97
15½	124	8.13
16	128	8.29
16½	132	7.77
17	136	7.91
17½	140	8.05
18	144	8.19
18½	148	8.33
19	152	8.47
20	160	8.75
20½	164	8.89
21	168	9.03
21½	172	9.17
22	176	9.31
22½	180	9.45
23	184	9.59
23½	188	9.73
24	192	9.87
24½	196	10.01
25	200	10.15
25½	204	10.29
26	208	10.43
26½	212	10.57
27	216	10.71
27½	220	10.85
28	224	10.99
28½	228	11.13
29	232	11.27
30	240	11.55
30½	244	11.69
31	248	11.83
31½	252	11.97
32	256	12.11
32½	260	12.50
33	264	12.72
34	272	12.86
35	280	13.10

Size or capacity in fluid ounces.	Capacity in fluid drams.	Maximum allowable error above or below.
36	288	13.34
37	296	13.58
38	304	13.82
39	312	14.06
40	320	14.30

Secretary Jenkins read a letter from President Samuel Gompers of the American Federation of Labor on the subject of efforts of sugar planters in the Hawaiian Islands to persuade Congress to pass a resolution which would permit fifty thousand Chinese coolies to come to the Islands to work on the plantations, and asking members of organized labor to protest to their representatives. On motion this was referred to the Committee on Political Protest and Injunctions.

President Voll gave an interesting account of the Summer School for Women in Industry that has been established at Bryn Mawr College. He is a member of the Advisory Board. Courses of instruction are given in English and in economics along the lines of trade union principles and collective bargaining. Students in the regular college courses are also given general instruction in economics, with opportunities for practical observation, and have been studying collective bargaining as adopted by the Glass Bottle Blowers' Association. President M. Cary Thomas, who has just returned from Europe, realizing the necessity of educating men and women in the ideas of the trade union movement and collective bargaining, took up the question of establishing a summer school with special courses in economics and English for the benefit of young women engaged in work in factories and mills. The students are selected or recommended by the National Women's Trade Union League. Tuition and board are free and if necessary, help is given in the payment of railway expenses. There are at present eighty students. President Voll received a letter from the secretary of the school this morning, saying among other things:

> "The students of the summer school have been with us for two weeks and we are delighted with the choice the local committees made. They are proving themselves to be all that we had hoped, earnest and eager in their courses, with keen minds and a wealth of experience that makes most vivid and interesting their discussion

> of the material presented by the instructors. We are sending you for your information a list of the instructors and tutors, a little study which we have made of the students, and a copy of the first issue of their summer school paper—the Bryn Mawr Daisy.
>
> "We hope very much that you will be able to visit the school during its session. There will be so many questions to be settled in regard to the future of this undertaking that we shall need the Joint Committee Members and our Advisory Board Members to share in the knowledge of the work and to know the students of this summer."

President Voll announced that a member of the Non-partisan League of North Dakota would attend the convention next Monday* and explain some of the co-operative methods in banking and management that have been adopted in that state. The Association to show its faith in the co-operative efforts being made there, which it believed would be of advantage to labor and the farmer especially, departed from its usual very conservative methods and deposited one thousand dollars in the Bank of North Dakota at a time when capitalists were trying to destroy the non-partisan movement.

AUTOMATIC FEED AND FLOW DEVICES.

Discussion of Committee's Report

The Committee on Automatic Feed and Flow Devices made their report, Secretary Gross reading. (Report will be found on page 141.) Motion was made and seconded to adopt it. A spirited and lengthy discussion followed. This related especially to Sections 6 and 10 of the report. Section 6 conceded the right of managers to hire and discharge men but insisted that preference should be given members of the Association and they should not be discharged without just and reasonable cause. If a member was not available for a place and an outside operator was employed, he should be taken into the organization at the end of three months. Section 10 provided for an increase in wages to ninety cents per hour on regular work and one dollar and thirty-five cents for repairs and holiday work.

The sentiment was general that every opportunity should be put forth to secure jurisdiction over all the automatic flow and feed devices, and that to bring this about would require patience, tact and very careful action. It was realized that to take entire charge of and operate these automatic flow and feed devices a high degree of skill was necessary; but at all times the work could be done with greater advantage to the production by a man who was skilled in and familiar with the glass industry.

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*Note—For some reason unknown to us, this representative failed to appear.

Several resolutions had been sent in on the subject. Secretary Gross explained that the idea of the Committee had been to try to give expression to the sentiments that were therein set forth by a number of branches. The local conditions which prevail in a number of factories using flow and feed devices were explained at length by delegates who were familiar with their custom and knew first-hand the disadvantages to the men working on them, as also on the other hand the special advantages which resulted in some instances. The production of ware it was conceded was enormously increased and the quality and character of it equalled in many cases the work of the blower whom the process displaced.

It was also recognized that there was bound to be still further improvement in these automatic devices and that more would be installed—one speaker predicted that from fifty to sixty additional would be put into factories before the season closed; another speaker said there would be more installed the next year than had been in the preceding five years. With these there would be the resultant possibility of more blowers being displaced which made it urgent now to adopt a course of action that would tend to preserve to the blower the right to continue to work at the trade which he has created. Delegates who are still young have been obliged to change their particular work in the industry from one department to another or from one kind of work to another through the repeated introduction of mechanical devices in the glass industry.

No machine thus far has been able to wholly do away with the understanding and skill of the human worker. By promoting the work of organization, and the exercise of patience and good business judgment it will be possible to secure complete jurisdiction. This will mean employment and increased benefit to the membership. A good rule is to first make every effort to get jurisdiction and then build up the list. This could be accomplished by co-operation from men at home, the loyal support of the delegates, calm action, tact and patience. Several speakers advised conservatism lest a too vigorous policy of demand might lead manufacturers to decide to try to get along without members of the Association. It was stated that the possibility of such a course being adopted had been declared in some factories which are not yet entirely organized. Delegate Moore, Branch 84, stated: In some factories, notably at Minotola, where our members were employed ten months, they are not getting along very well without us now. During the past winter I had to take work on the outside."

A number of delegates and officers took part in the interesting discussion, a brief outline of which follows:

Delegates Guthrie and Edwards, of Branch 60, which had presented an amendment, said the thought was to take away from managers the wide latitude which some used in hiring men and require them to take those nearby, especially members of the Association; that was the point Branch 60 laid stress on rather than to change the period by which outside workmen should be taken into the organization from six to three months.

Secretary Gross explained that the committee were of the opinion that while reorganization was going on and until complete jurisdiction was secured, it was better not to make any changes. Delegate Graham said: A good many firms claim the right of drawing labor from any source whatever, whether the men are union men or not.

Delegate Call, a member of the committee, said: I think all the committee saw the dangers that have been pointed out in these sections, but the feeling was that, if you don't ask anything you won't get anything. I have studied these questions and contend that when the flow and feed devices were introduced manufacturers didn't think they could get along without us but we taught them different by refusing to work on the machines. Now we see employment for us in the trade becoming less each year and the machine constantly displacing our men. I don't know of any piece of machinery in the trade that has been taken up as quickly as the Howard flow. If the opportunity comes to me it will be a question of recognition of the organization and not of wages. I don't mean that I will be willing to work for a small wage but probably what would be offered would be better than I could get some other place. I don't believe in standing for a wage that is not reasonable. If we ask for the ninety cents an hour and one dollar and thirty-five cents on extra days, manufacturers might balk at it, and we can't get along with individual or district settlements—we must have collective bargaining.

Delegate Wartenbee: I understand that different scales have been paid in different parts of the country, running from sixty-six cents to seventy and seventy-five cents, and some as high as eighty cents an hour at present. Production has enormously increased on the flow. I can show you that our machines have averaged five gross per hour (these are taken from the production sheets in the factory). Now if they produce five gross an hour and wages are seventy-five cents it costs the manufacturer twelve and one-half cents. If he can pay the hand gatherer fifty cents for a gross of ware he ought to be able to pay us twenty-five cents. I don't think ninety cents is too much. We asked for that last year and if we were to ask for less now it would look to me like giving an opening to the manufacturer for a reduction.

President Voll: What Delegate Wartenbee has stated is true, but there is another advantage in this wage scale that the blower and machine operator have not had until recently. Sixty-six cents per hour is the minimum wage and in some instances wages have gone as high as eighty cents per hour on the machine. True, ninety cents was asked for last year but in the conference with flow manufacturers we received the greatest piece of ice that ever came to me in all my experience in wage conferences. There is danger always that if we don't use discretion and care we might be out and have to depend on the whim of the employer. The great question is, "What is best to do."

Vice President Maloney: President Voll placed his finger on the crux of this automatic situation when he said that what we want to consider is what is the best thing to do. I have had some experience in this matter of the flow and automatic and have learned that it requires diplomacy; we are like an army in the field, we must employ strategy and obey our leader; we are engaged in a battle with mechanical and industrial forces. There have been something like fifty flows installed and there will be possibly sixty more next year, if times are good. Now we haven't the power to simply say we will have this and that and will do thus-and-so, we must consider the whole situation and do the best we can. All the force we have is in our union, through our organization, and in our skill. We have to face the fact that the machine eliminates the skilled man, consequently to that extent our power is reduced; we cannot force our demands, our policy is to induce the employer to agree with us, to show him that it will be to his interest as well as ours and the trade. As delegates have asserted here, some of those factories where automatic flows and feeds are installed have shown that possibly they can get along without our men. Now, we don't want them to try to do that; we want to keep our men employed, and with the right tactics things will work out to our advantage, but it takes patience and careful action. We have been able to bring about a conference with flow manufacturers and that has been a good thing for the Association. There is no doubt in my mind that the department into which the flow machines have come is going to develop and that we will eventually control it and that practically all the flow machines will be under the jurisdiction of this union.

Delegate Johnson: On this subject of the flow device and organization I think we would get along faster and better if there were more co-operation on the part of our men. It seems to me there is a lot of insincerity; in a western branch a good many men who joined the union took their cards and left the Association after they got on the machine.

Delegate Koebert: It seems foolish for delegates to ask our officers to go to the manufacturers to request an increase in the flow department. I understand that on the flow they take unskilled workmen who soon become proficient. Workers on the flow now get sixty-six cents as a minimum wage and you are asking for an increase of thirty-five per cent. at a time when the manufacturer can go out in the labor market and get unskilled workmen at thirty-five cents per hour.

Delegate Carll also expressed the opinion that the flow could be operated successfully without much experience and cited an instance of which he had personal knowledge, where a young man just from college and without practical training went on the flow and in five days was as good as any other operator on it.

Delegate Wartenbee replied to this—I have been working the flow two years. It does require skill to operate and I think I am competent to judge of that because I have worked in every department of a glass house, and been a member of the Association for twenty-two years—and where you haven't got a first class machinist to help you I know it takes an experienced, skilled man to run the Hartford flow. The manufacturers send to our plant and ask us to go out and teach workmen in other places how to operate the flow. I have been out for that purpose a good many times.

Executive Officer Roberts said: It is not as easy to get eighty cents or ninety cents as some of the delegates would seem to think and in addition to the arguments which will be brought against it in the wage conference there is the fact that we still have to contend with unorganized labor and, in addition, there is the industrial depression which we all have to recognize. No one is saying that the wages asked for in this report are too high; the question is, how are you going to get them? It seems to me, too, these arguments should have been given to the committee, and the conditions at Turner's plant fully explained.

Delegate Edwards spoke of the local industrial conditions with which the members of Branch 60 have to contend. Thirteen of our men, he said, are working on the flow and feed at Turner's. I thought we had a national agreement for the men on the flow and feed. He then spoke of the situation in the Turner plant and said that after Branch 60 had asked President Voll to come, Vice President Maloney came out. Before that time there was no existing agreement. Some of our men had walked the streets and would have been glad to work. On the question of how much skill and experience are required, boys have gone on at our plant who could do better than I can; they would run ahead of me on a certain class of work. What President Voll said is true, we should try to keep control of the machines and of the working conditions. Men working there today are not getting the list. I believe we will get the plant the first of August. I think there are about fifteen of our men in there today and of the others some are in favor of coming into our Association. We know there is a tremendous production of ware on the flow. Eight hundred and ninety-six dozen 5½-ounce grape juice bottles are produced per day, and the ware is good. Another thing, why do some manufacturers operating the feeding devices agree to pay a bonus? If they could do that, why couldn't they pay a good, substantial wage? I don't know that ninety cents is too much—we don't usually get as much as we ask in conference. Last year we asked for twenty-five per cent. and got fifteen; I think seventy-five per cent. were satisfied, and if we ask ninety and get seventy-five that might be satisfactory. Now it has been asked, why didn't I appear before this committee. I think the committee and all the delegates know the conditions, they are the same all over the country. The recommendation of the committee meets with favor so far as I am individually concerned. I think we should demand that our men be given first preference.

Executive Officer Roberts: Regarding what Delegate Edwards said about an agreement, I contended that we had a moral agreement with Turner's and when they broke it I said there was no agreement.

Delegate McClain spoke about the situation in Terre Haute which he said was both complicated and complex. Delegate Kurtz, speaking of the skill required to operate the flow devices, said that when the operator was required to take care of the machine and repair it and keep it in order it takes skill and experience to do it properly. He then spoke of factories which have the bonus system and others in which a wage of seventy-two cents is paid.

Executive Officer Vansant said: In my opinion it requires experienced and skilled men to successfully operate the flow and feed devices. In a plant in Lynchburg, Virginia, they had been operating the Howard feeder for about six weeks when I was there in June last, and they hadn't as yet succeeded in getting any production that was worth while and I believe it was due entirely to the fact that the firm was using inexperienced help. Another thing that must not be lost sight of is co-operation. If our members would co-operate fully wherever those devices are installed, we would have much better results. At the Maryland Glass Corporation's plant we tried for five years to organize the men; Vice President Maloney and I attempted it on three different occasions before we succeeded; but after they installed the flow we got jurisdiction. The firm took out two Owens automatic machines and put in the Hartford-Fairmount feeder, and now the men in that department are organized one hundred per cent. Three of our old bottle blowers passed sixty years of age are employed there and are operating the flow successfully.

Delegate Guthrie: The flow is a great success and it has displaced a lot of men. A question I want to ask is, if we have no jurisdiction over that plant, why would our men not be permitted to go in on that flow at Turner's the same as they are working at Hillsboro? Our officers have a hard proposition. I think we all agree that glass workers are better able to operate machines with understanding and skill than the men who haven't had experience in the industry. I believe that our men are competent to be placed on the flow and they belong there.

Vice President Maloney said: I am rather apprehensive that Delegate Guthrie has a wrong impression. Section 6 at present does mean that after the firm agrees to hire our men they shall hire nobody else. That is the object of it. Let me ask, since my conference with the firm in Terre Haute February first, have there been any outsiders put on the machine?

To this Delegate Edwards replied: "No, absolutely not."

Vice President Maloney continued: Then the firm has lived up to that contract. That is my understanding, that when an employer agrees to recognize our union none but our men can go on unless we cannot supply workmen. We have no agreement at Hillsboro, but if men are out of work and have the opportunity they can go to work there.

Delegate Edwards: What classification has an operator as to being skilled or unskilled, and what is the actual duty of an operator, as construed by the organization?

President Voll replied: We cannot construe it as yet; in fact the machinists are claiming a part, but we combat that.

Treasurer Halton: I think that possibly I have been sent to Hillsboro more frequently than any of the other officers. When that plant changed from the semi-automatic to the flow device, I had an understanding that our men would be employed in and around that machine—a verbal agreement. I wanted to get all our men on the machine; the firm objected to that, and when they turned the plant over they wouldn't take our men so the men left. Afterwards some of our men asked if they could go to work and I said "Yes." We have tried to get that firm to come into conference. Last autumn they put their factory on a piece-work basis. We had two or three men in there. The flow went out of operation in the fall and later on, after Christmas, it started up and the firm placed notices through the factory of reductions of one, two and three cents per hundred. Some of our members talked about striking but they didn't feel it was advisable to strike at that time. I advised them to form an organization among themselves and make an effort to better their own conditions. There were three men around that plant looking for a job to every man that was working. It shows the necessity of organization. We should first make every effort to get jurisdiction and then build up our list.

After further brief discussion motion was offered and seconded to re-commit that part of the report which referred to wages or an increase.

An amendment was offered and seconded to re-commit that portion of the report which dealt with wages.

Chairman Connolly: As chairman of the committee I am not wanting to shirk any responsibility. The discussion has shown that there is objection to that portion of the report dealing with the wage question but we have heard no suggestions as to how to change it. It is unfortunate that an officer should be on a committee because if he is forced to differ from the majority the fact that he is also a delegate is lost sight of and he is regarded as speaking as an officer. Now, I don't agree with the report at all and I want to say that not one thing has been brought here, in this discussion on the flow, that was not brought out before the committee.. All the dangers were discussed. I said that I could not defend the report and also that I would not object to it. No doubt delegates have had it in mind that an officer was on the committee and that he should have brought in a different report. I am not in favor of referring the report back; vote it down if it is not acceptable; that is the duty of every blower because he is the man who is threatened with displacement and is looking for an opportunity to work on the automatic devices. They are the men who are threatened and they are the ones whom the officers want to see kept at work. I suggest to the delegates, if you don't approve the report vote it down and leave it to the officers to get the best adjustment they can.

Delegate Bugher: That is what Brother Connolly told us on the committee.

Delegate Fody: I think it is proper to send the report back. The committee ought to know better than to come in and ask for a forty per cent. increase for men many of whom are not organized.

President Voll: The chair feels like Brother Fody and also realizes Brother Connolly's position. He is a delegate as well as an executive officer and I knew the position he would be placed in, but I know his extraordinary knowledge, not only of the Association's position but he is an expert on machinery and he is a man of good judgment who knows how to advise. However I do believe that the report should be re-committed and if it is I am personally willing to appear and make suggestions relative to that part of it which refers to wages.

Delegate Wartenbee: We asked for ninety cents last year and no one objected. If we don't ask that much now, it seems to me we are opening the door to an opportunity for people to say that we are weakening.

Executive Officer Campbell: We have more knowledge now than we had then and we have reason to believe over thirty different concerns will install feed and flow devices this year. It would be embarrassing if your officers were required to ask thirty-three and one-third per cent. extra wages and firms were to say they could get along without us. They will say that we are seeking to increase wages every year and another argument they will use, when we are trying to get jurisdiction is, "We believe we can get better results by placing practical machinists on the machines; it isn't a glass blower's job, it's a machinist's." It has been the policy of some of the device makers when installing a machine to advise our employers to man it with machinists. This next year will see more flows installed than have been put in during the last five years. It is a new thing and we haven't complete jurisdiction, the men are not all organized and the only possible way it can be done is through the co-operation of all our men.

He then cited an instance where after a protracted conference the Association secured jurisdiction at fifty cents an hour for the men, afterward got sixty cents as a minimum, and later a ten per cent. increase, which made sixty-six cents as the minimum, and added: I can cite instances where our men worked eleven months and averaged forty-two dollars per week, but it took three years to get that, by tact, diplomacy and patience.

Vice President Maloney: It must be evident to every delegate, from the earnestness of the discussion we have had, that this question of the automatic and flow devices is serious and requires careful study. I would like to urge again that we go cautiously. We have made constant progress thus far in dealing with these automatic devices and that should be a guide for our future policy. There are different practices and methods of working in factories, consequently it seems to me at this time that the best results will be obtained by making local wage agreements. The Association aims to bring about uniformity. Improvement has been made. The present industrial depression I am confident will be relieved before long and the glass industry will be benefitted. Automatic devices are more nearly perfect today than ever before, and more are constantly being installed. We want to get our members on all of them. We want complete jurisdiction; we want all our members at work, and it's up to all of us to stand and strive together—to be sure we are right and then go ahead.

President Voll, discussing the report of the committee and some of the problems presented by automatic devices, said, in substance:—

"This flow and feed and the Owens automatic literally mean the future of our Association and we should be cautious in procedure. As to this subject of an increase I don't want the delegates to have any false impressions.

"For years your officers have racked their brains trying to solve problems connected with the introduction of machinery into our trade. My predecessor, President Hayes, went to an early grave because of his work and anxiety on that subject. The membership must appreciate where this report might lead us. That provision asking for ninety cents, and one dollar and thirty-five cents—have you considered that is higher than the blowers or the semi-automatic machine men get on an eight hour day? What would manufacturers say if that were presented to them in a conference? Understand, I am not saying that it is too high, or that you do not merit it, but how can it be obtained? We don't want to create a situation wherein manufacturers will not confer with us. We have not yet secured control of all these automatic devices and our object is to do that, but we would not have jurisdiction over any of them now if we had used force to obtain it. We secured that through appeals for conferences. We cannot use force. Our policy must be one of conciliation and diplomacy.

"Your officers are doing everything in their power to convince manufacturers using the flow and feed devices that we are not going to do anything detrimental but merely want an opportunity to deal with them according to the methods that have proved mutually satisfactory to our employers and ourselves in the past. No one knows better than I the monotony of work on a machine and the skill and ability that operators are required to use and the extraordinary heat to which they are subjected, but we do not want to run the risk of losing any of the benefits we have gained. We have been forty years in building up this organization and the blower has hardly yet reached what the demands in this report would mean. This is not to say that you are not entitled to it, but is it expedient to make the demand? Let me add, that it is far better for you to be in the trade union movement than where there is no recognition of the union and where your wages may be reduced at the whim or caprice of an employer who is not bound by any agreement for wages or working conditions.

"It requires skill to operate a machine and the man who has been educated in a glass plant and has learned his trade as a blower generally makes the best workman. I call to mind one who has often been a delegate, Robert Baxter of Branch 9, now an elderly man; he has worked many years at the trade and is said to excel now in production, working on the machine.

"Perhaps it would be well for us among ourselves to sit down around a conference table and, man to man, consider the situation, both in our trade and outside—the industrial depression, and uncertainty in business—and reason out what is best to do. Especially might that be well now when we see wages reduced everywhere and an open shop drive on, which aims at the destruction of trade unionism. Shall we continue to make progress along sane evolutionary lines, with mutual confidence, or shall we on the spur of the moment make demands that will tend to destroy confidence in our sincerity and good faith? As an organization we have the best wage scale in the country. That has been secured by fair, conservative methods and square dealing. Shall we now adopt a course that would be inconsistent with our past history, or shall we pursue one that will promote a spirit of mutual confidence and show our employers that we will go along with them in safe, conservative ways and make our agreements in the same spirit that we have in former years?"

At the conclusion of President Voll's remarks it was urged that as the committee had heard the arguments and no doubt understood the sentiments of the delegates they should be given an opportunity to modify their report. Chairman Connolly disapproved of this, saying the better practice would be to vote it down if it were not acceptable and leave the subject entirely in the hands of the national officers to get the best adjustment they could in conference.

A motion offered as a substitute that the report be acted on seriatim, was not seconded. The question being called for the motion to recommit was carried unanimously.

Chairman Connolly announced a meeting of the Committee for 8 o'clock Saturday morning.

Branch 18 of Montreal gave a cordial invitation to the officers and delegates to attend a banquet to be held in the Auditorium Building, Saturday evening, at 8.30, in honor of members of the convention.

Delegate Graham announced that a general invitation to visit St. Pierre glass plant had been extended by the management and that as the gateman did not understand English, passes would be issued to everyone who wished to visit the plant.

Adjournment was taken to 9 A. M. Saturday, July 16, 1921.

SIXTH DAY'S SESSION.

July 16, 1921.

Convention was called to order at nine A. M., President Voll in the chair. Roll call showed all members present. The Committee on Automatic and Flow Devices reported that they had given further consideration to the wage question, re-committed to them, and while they believed that an increase would be justified, they put this in the form of a request. This in effect placed the matter in the hands of the incoming officers, to be taken up in conference with the manufacturers.

On motion, the report was adopted unanimously. It follows:

REPORT OF COMMITTEE ON AUTOMATIC FEED AND FLOW DEVICES.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Your committee respectfully submit the following:

We approve of all that has been done by our national officers on the complex subject of automatic devices, and we recommend that the resources of the Association, moral and financial, be placed behind them and every effort made by the membership to assist them to continue the work of organization in order to give our members employment when they are displaced by machinery.

On the general rules and regulations to govern the automatic machine department for the season of 1921-1922 we recommend the following changes:

Section 1. Work to start at 7 A. M. Monday and cease at 4 P. M. Saturday; but operators will be required to work on Sunday when necessary to put their machines in order for the coming week.

Section 3. All operators shall receive their earnings in full, in cash, every week, and not more than one week's earnings may remain unpaid at that time.

Section 6. The right of the managers to hire and discharge employees is acknowledged, and it is understood that when an operator is to be hired he shall be a member of the Glass Bottle Blowers' Association. If the Association is not able to furnish the needed operator, then help may be drawn from any source, at the option of the manufacturer, and any operator so put up shall at the end of three months be taken into the Association.

Section 9. There shall be an operator on each feeding or flow device that feeds one machine.

Where there are more than one machine to a feed or flow device there must be more than one operator for the machines.

Section 10. While we fully realize the conditions which at present confront the glass bottle industry and industry in general in our own country and throughout the world, yet it is our firm conviction that the flow and feed device methods of producing bottles can grant our members working thereon an increase in wages. We therefore earnestly request that an increase be granted.

Section 11. We recommend that a distinct traveling or transfer card shall be issued to automatic feed operators.

Your Committee wish to express appreciation of the valuable assistance rendered by those brothers who came before us. Delegates will observe that it has not been the practice to present reports in convention on the Owens automatic machines but that subject is left with the national officers and local representatives of Branches Nos. 3, 23, 24 and 87.

Respectfully submitted,

WILLIAM C. CONNOLLY, *Chairman,*	Branch 12.
GEO. SIMPSON,	Branch 3.
WM. BEATTY,	Branch 6.
FRED IMFANG,	Branch 118.
CHARLES MILLER,	Branch 9.
EDW. ABLING,	Branch 27.
HARRY MILES,	Branch 20.
CHAS. C. CALL,	Branch 38.
FRANK H. WALTERS,	Branch 120.
ANTHONY LENTZ,	Branch 34.
HARRY P. KURTZ,	Branch 75.
HALLIE WARTENBEE,	Branch 76.
LEON BUGHER,	Branch 113.
LEONARD GROSS, *Secretary,*	Branch 5.

Chairman Wallace announced that the Committee on Stopper Grinding had completed their report and it was thereupon read by Secretary Newkirk. On motion, unanimously agreed to, it was adopted, as follows:

REPORT OF COMMITTEE ON STOPPER GRINDING.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Your Committee on Stopper Grinding respectfully submit the following:

(1) The uncertainty of the stopper grinding industry has been clearly proven during the season. At the final wage conference held August, 1920, it was claimed by the manufacturers that they had more than enough orders to employ all men then engaged in stopper grinding and that it was necessary to secure more men. As a result special concessions were agreed to in our apprentice rule for the season 1920-1921. But within two months orders were curtailed and in some cases cancelled entirely; shops began working short time; extra apprentices were laid off in accordance with agreement. By January, 1921, the regular stopper grinding force was working about one-half or one-third time, and this condition has continued up to the present time.

This condition proves that the conferees in the various conferences were justified in their expression of "fear of slack time" made to the manufacturers, also that the manufacturers were mistaken when they claimed the demand then being made would be permanent and that the department would not have any more slack time.

During the season a great many complaints about leaky ware were made by the perfumers, and in some cases entire orders have been converted from ground glass stoppered bottles to sprinkler tops. While we believe their claims as to the quantity of leaky ware have been grossly exaggerated, possibly during the rush period the proper care was not taken and we therefore caution stopper grinders to use the utmost care in performing their work so that leaky ware may be reduced to a minimum.

(2) Our attention has been called to the fact that at least one branch has given bottle blowers who had been working in the stopper department traveling stopper grinder's cards. We are of the opinion that no branch has the right to give such a card to other than a stopper grinder who has served his apprenticeship.

(3) The matter of when extra apprentices granted during the rush period should be placed at work has been brought to the committee's attention. We believe that all journeymen stopper grinders should be steadily employed before such apprentices are placed at work.

(4) We heartily approve of the settlement of the final wage conference of 1920 pertaining to this department and wish to commend our national officers, especially President Voll, for the efficient manner in which they handled the matters acted upon.

(5) We recommend that the prices governing 1920-1921 be adopted for the season of 1921-1922.

(6) We appreciate the courtesy shown by our national officers in dealing with the members of the stopper grinding department and the spirit of co-operation displayed by them.

Respectfully submitted,

WALTER WALLACE, *Chairman,*	Branch 7.
JOSEPH AKERS,	Branch 71.
B. W. MILLIGAN,	Branch 81.
W. H. SHERWOOD,	Branch 73.
PAUL NEWKIRK, *Secretary,*	Branch 9.

Chairman Speake announced that the Committee on Finance had a report to present. It was read by Secretary Graham and on motion, adopted by unanimous vote in this form:

REPORT OF COMMITTEE ON FINANCE.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Your Committee on Finance beg to submit for your consideration the following:

(1) We have very carefully considered the appeal of the Ohio Valley Trades and Labor Assembly of Wheeling, West Virginia, who with their affiliated local unions have been enjoined from assisting or taking part in the controversies of the building trades, laundry workers, butchers, street railway workers, miners, firemen and engineers, by one of the broadest injunctions ever issued in that locality. We believe their cause is worthy and recommend a donation of one hundred dollars from our general funds for the purpose of helping them secure their legal rights.

(2) We recommend that the outside sentinel be paid five dollars per day for his services and five dollars per day for expenses.

(3) We recommend that thirty-five dollars be paid to the janitor of the Auditorium for services rendered during our convention.

(4) We are pleased to note the present condition of our national treasury and the gain shown in the past year and desire to congratulate our treasurer and the other national officers and our membership for their efforts to increase our funds.

(8) A recommendation for an increase in the salaries of our national officers has been handed us. After careful consideration we believe they are justly entitled to an increase and therefore recommend for your decision increases in salaries as follows:

	Present salary.	Increase.	Next season salary.
President	$4,000	$600	$4,600
Vice President	3,000	500	3,500
Secretary	3,000	500	3,500
Treasurer	1,800	300	2,100

(6) We recommend that the salary of our trustees remain the same as last year.

(7) Owing to the rate of exchange on Canadian money at present, we recommend a continuance of the policy of our national officers, approved by our 1920 convention, that money received from Canadian branches be kept on deposit in Canada until the depreciation in value is not so great.

Respectfully submitted,

GEORGE W. SPEAKE, JR., *Chairman,*	Branch 9.
MARTIN GAHAN,	Branch 5.
JAMES PADDEN,	Branch 105.
ISAAC CARSON,	Branch 7.
J. C. GRAHAM, *Secretary,*	Branch 18.

The Blown Ware Price List Committee stated they had concluded their labors and were expecting to receive their report from the printer. It was decided to postpone the reading of it until printed copies were at hand so that each delegate could have one.

There being no other business ready, the convention adjourned to Monday, July 18, 1921, at 1.30 P. M.

SEVENTH DAY'S SESSION.

July 18, 1921.

The convention was called to order at 1.30 P. M., President Voll in the chair. Roll call showed all members present.

President Voll introduced Mr. Sylvester Schattschneider, M. S., of the Statistical Department of The Prudential Insurance

Company of Newark, New Jersey, who has been doing intensive research work on the subject of health and mortality in the glass industry and especially as relating to members of the Glass Bottle Blowers' Association. In the course of his investigations he was given opportunity to make a careful analytical study of the records in the Death Beneficiary Department. Until those were examined there were no precise statistics, although an analysis had been made by the Prudential in 1900 from general facts that had been compiled, but they did not know how many blowers there were until about two years ago, when in the records in the national office the exact data needed were discovered.

"We found your records were splendidly kept," he said. "Not only your mortality records but the record of your number of members had been carefully preserved. That gave us the key to the entire situation. On the basis of that membership we were able to compute mortality rates so that today we have definite, specific information as to what has been taking place in the trade you represent. There is one slight weakness, we do not know the age distribution. That is unfortunate, because in your industry you have an abnormal age distribution. You have a high percentage of young men as compared with other trades and that naturally affects your death rate because mortality is always lower in the younger ages than in the higher. With conditions exactly alike, there will be a higher mortality among elderly men than among young men. In cancer there will be a higher rate always among the elder men, but in tuberculosis the higher rate is in the young men.

"Glass bottle blowers have shown a steady and uniform increase in the death rate from all causes from 1912 to date. That may sound discouraging but it must be borne in mind that we don't know what the age distribution is. There has been a marked improvement in the mortality from tuberculosis of the lungs. The general death rate from all causes has shown a definite and persistent increase, but this is undoubtedly largely explained by the fact that the age distribution has also greatly changed. That is, the average age at death is substantially ten years higher now than it was twenty years ago. So that some of the increases which have been noted in the mortality from certain causes must be interpreted with extreme caution, for we can have an apparent increase in the mortality rate either from all causes or from specific causes, which may be due entirely to a change of the field in the age element and entirely aside from health or mortality conditions in the industry. Your mortality rate is 14.4 per one thousand, but your rate today is the lowest among the industries thus far studied. An analysis based on age shows 16.9 per cent. of workers over forty years, which is not an alarming rate. Glass bottle workers have favorable mortality as a whole."

Mr. Schattschneider showed a very carefully worked out chart of mortality rates, in granite, limestone and sandstone workers, and compared those with the mortality among glass bottle workers, to the very remarkable advantage in many respects of the latter. His address throughout was highly interesting and showed not only unusual learning but a very intimate grasp of detail. At its close he was enthusiastically applauded and given a rising vote of thanks.

President Voll said that this address might be printed by the Prudential in pamphlet form and if it were he would endeavor to secure sufficient copies for circulation among the members of the association. It would be valuable to them and is the most accurate study that has ever been made of the industry from the point of view of health and mortality. He commented on the interesting fact disclosed by the speaker that the average length of life among workers in the glass bottle industry has been increased ten years. A study of the information that has been compiled by the speaker would no doubt lead to advancement in social and hygienic ways, such as better housing conditions and better government. He expressed his very high appreciation of the address and the generous courtesy of Mr. Schattschneider in attending the convention.

BLOWN WARE PRICE LIST—Discussion of Committees' Report.

Chairman Branin announced that the Blown Ware Price List Committee had received copies of their report and distributed them among the delegates. Secretary Dall then read the report.

It was decided that those paragraphs to which no objection was made should be considered as adopted.

On the recommendation of the Committee to strike out Section 19 of the working rules on the Tank and Covered Pot List and substitute in each instance "no bottles shall be blown during the month of August," much objection was raised. Motions were offered and seconded to adopt these two rules. A very spirited and earnest debate took place, in which there was manifested a general desire to continue the summer stop, if it were practicable and could be had, and also a feeling that it ought to be made uniform in both the blown and the machine departments.

Delegate Mutchler opened the discussion by saying that Branch 26 would like the summer stop in the two departments equalized and had offered a resolution asking for three weeks. We are opposed to four weeks in August for the blowers unless the machine department comes along. In the past eight years we have seen many changes in machines and a good many of our orders have gone to the machines, and we fear that if the blowers have to take a longer stop than the machine men they will lose more orders. We ought to legislate for the future and for the benefit of all our members. We believe we can hold our orders if the stop is not so long but we fear that we will lose them if it is not equalized. Delegate Tyler, also speaking for Branch 26, said: The blowers see the men on the machine getting their job. The hand men went on half time last October and have been on half time ever since and now only about half the number are working that were there a year ago. Last summer while they were having their summer stop five big orders that had always gone to the blowers came in and were taken to the machine and filled; some of the machine men made sixteen dollars a day on those orders. We think there should be an equalization of the summer stop because every summer when the hand man has to go down for four weeks he loses some of his orders. We think it would be better to have three weeks for each department.

As the discussion progressed it might be said there were three distinct groups, one of which was emphatically in favor of adopting the report; one of which felt that the economic situation and fierce competition of the machine necessitated giving up at least a part of the summer stop; while the third group was of the opinion that the solution for the time being at least lay in equalizing the vacation period in the blown and the machine departments. However, the sentiment was unanimously in favor of a summer stop and that it was necessitated by the fact that the furnaces had to be repaired and the still more important fact that health required a respite from work during the hot weather. No one wished to give up the summer stop voluntarily; it was only a question of, What is the best way to successfully cope with the inroads of the machine and preserve the trade to the men who have created it and who are fitted by skill and training and experience to work at it?

Among those who were strongly in favor of supporting the report of the committee, that no bottles be blown in August, were Delegate Fody, Secretary Dall and Chairman Branin, of the Committee. Delegates Kurtz, Ackman, Ebbert, Mutchler and Tyler urged an equalization of the stop in all departments. Delegates Gaffney, Graham, Speake, Barber and Sullivan were in favor of the report, or in other words, of a summer stop of four weeks in August or during some time between June 15th and September 15th. Delegates Most, Akers, Carll, Dunlap and Graham urged caution and expressed the fear, as did also Delegates Mutchler and Tyler, that to insist on the present summer stop or make four weeks in August mandatory would work a hardship and be not only of personal disadvantage to the blower but militate against his chances for employment in the future.

It is only possible in the minutes to give a brief outline of some of the remarks.

Delegate Akers, Branch 71, said: I did want two months but will be satisfied with one. We have lost a lot of time in the winter, but I am in favor of the committee's report.

Delegate Carll: Blowers of Branch 8 are opposed to four weeks' stop unless you can bring the machines down to the same. In the 1920 convention there was a decision that a machine operator who had formerly been a blower could take his two weeks and then take a blower's place while the latter was on his four weeks' vacation. We think that is a discrimination and have had it up in every branch meeting during the season. The blowers in our branch are opposed to that rule and I shall oppose the committee's report.

Delegate Mutchler: We have that trouble in Branch No. 26. Two-thirds of the machine men are ex-glass blowers, and after they had two weeks' vacation in the machine department they can be put in our places. Why should we take four weeks and then let the machine man who has had his two weeks come back and take our places? We are satisfied to take four or even eight weeks if you can close the industry down, but you can't do that; there must be continuous operation in the automatic department. In a branch where there are a great many blowers and few machine men it is all right to take four weeks, but where there is a majority of machine men and only a few blowers, they will be up against the same situation that we are in Rochester. In the position we take we are looking toward the future and not considering the present only.

Chairman Branin: Is that the proper understanding of the law, that a man can come into the blown ware department without complying with its rules? The committee was of the opinion that the proper time to repair furnaces is in the summer and hence blowers could take a vacation without interfering with their work, and the summer stop does not make much difference in the machine department as it works continuously.

President Voll replied to this inquiry: If a man takes his vacation in the machine department—I think our decision was at Chattanooga—and wants to go into the blown ware department nothing can prevent it. However, the supposition on our part was that he was transferring his method of work from machine to hand blowing—so many of our men do that, one day they are in the blown department and the next day in the machine—and after he had taken his vacation we can see no way by which he could be forbidden to work.

Delegate Kurtz: Machine men ought to take four weeks. It is better to have our vacation in the summer while repairs are being made and one can get other work.

Delegate Ackman: The sentiment of our branch is for equalization, two, three or four weeks, just so it is the same in each department. We are up against the same condition as exists in Branch 26.

Delegate Most: This is about the only question that came before the committee on which there was a difference of opinion. Most of the delegates know my position in Chattanooga. This is the evolution of the glass industry. Blowers today are in the minority because the machine has come into the industry and taken their place. If we take a month's stop it would mean that the manufacturer, if he received an urgent order, would have to send it elsewhere, and perhaps he has a small plant and simply cannot afford to throw that order away. Of course he can say, I cannot do the work; my men must have their summer stop. Then the order is taken directly to the automatic, which means that it has gone forever from the blower. Conditions are not as they used to be, the blower is on the flow and feed device, the automatic, in the packing department, or around the furnaces. The change within the past twenty years is incredible. I cannot concur in this part of the committee's report. (I didn't want to bring in a minority report because these things can be easily explained on the floor.) As I understand your decision, in Chattanooga, Mr. President, when a delegate said his employer wanted to put him on a hand shop and he wished to know about his right to work there, it was that any blower who belonged to the machine and had taken his two weeks' vacation was privileged to go to work in the hand department. That brought ill feeling in our branch in quite a number of instances.

Secretary Dall: As to men going from one department to the other, if this rule is adopted it will do away with that, because this says there shall not be any bottles blown during August, which is a change from the former rule which provided that bottles should not be blown between June 15th and September 15th. That offered opportunity for advantage to be taken of it, just as some of the delegates have explained. I believe the summer stop has always been the salvation of the glass trade. I worked in a tank in Baltimore which had eighteen shops; the firm fired those shops and put in a Hartford-Fairmount flow; during two years I did not blow a bottle, but I was still of the opinion that the summer stop was the salvation of the trade. We want it in Branch No. 9.

Delegate Graham said he would like to have the summer stop but not with a loss, and Delegate Speake expressed the opinion that in order to get equalization the machine department should be brought up to the blown-ware. Furnaces have to be repaired and the better time to do that is in the summer. I believe we should adopt the report of the committee; in fact, we ought to have two months as we used to; we had as much money at the end of the season, and I am heartily in favor of the report.

Delegate Barber expressed the same sentiment and added: I am heartily in favor of the report. We ought to have a fixed time for vacation. I have heard some men say they won't let the automatic or the flow and feed take away their work but they will work all the time if need be. I am not that way, I think we ought to have the summer stop.

Delegate Sullivan spoke on similar lines, that the summer stop has been a great benefit, and the sentiment of Branch 55 is for four weeks or more. As to the argument about the machine taking the blower's place, he felt that if a manufacturer could get his ware made cheaper on the machine, he wouldn't consider the men but would put the machine in any way. The members of our branch said to me, "If you vote for less than the summer stop, don't you come back here"—and I want to go home.

Delegate Fody: Branch 9 wants the summer stop. The changes that have been made in it, I understand, were to suit the manufacturers who want to keep their plants running. There has never been a blow factory at work in Baltimore in August. I heard a superintendent say that he didn't believe in that law but when they shut their factory down they did so because the bosses wanted a vacation.

Delegate Guthrie said: It is not a question of what we want but what we can get and at the same time promote the best interests of the trade. The machine man has fought as hard for a two months' vacation as the blower, but conditions were such that our officers thought we had better give up a part of the stop. I cannot see how it would be to our benefit to shut down in August. Understand, I am in favor of four weeks in the machine and blow departments but I don't believe you can get it.

Delegate Dunlap gave an illustration of a large order that came to the factory, for beer bottles to go to Mexico. It was given to a blow shop which was able to do the work, but if it had come during a summer stop, it would certainly have gone to the machine permanently. It is the desire of the blowers in his branch to be able to work as much as possible and to keep the orders and to serve their trade.

Delegate Ebbert said: The trouble is in the difference in the vacations; perhaps the machine list will try to equalize that. It has been said there is no jealousy about blowers taking four weeks and machine men only two, but in my opinion there is. Something ought to be done to make a uniform summer stop and provide for continuous operation.

Delegate Most: I have no thought of selfishness nor a desire for continuous work, I would be glad to have the good old summer stop again, but it is not possible. We know that in some sections of the country the blower has been eliminated altogether. Consider the situation at Bridgeton. We had eight delegates at Chattanooga and have two here this year. We have two shops working three shifts and about eight or ten machines. Look over the many branches where the machine has entirely taken the place of the blower. I wish every man here could attend the final conference. It would do him a lot of good. He would realize what the officers have to meet. We have a rule that "continuous operation is agreed to but each operator shall take four weeks' vacation between June 15th and September 15th." I don't believe you can secure that again. I have heard men say, "well, let's demand it." If that is all there is to collective bargaining, it wouldn't amount to much. You can't tell a manufacturer that he cannot run his plant. Four weeks for the blowers and two for machine men is wrong in principle. We should keep in mind the work of the final conference and very especially the interests of the members of our association as a whole.

Delegate Tyler: It might seem that I am one of those who want to work all the time, and I want to say that I am interested in my two months' vacation but I want to keep this association at work. In years gone by I took two different positions outside of the glass industry, and I never want to do that again. If I have to leave this industry I want to step into another in which there is collective bargaining. I want the vacation but I have the good of the organization at heart, and I would rather take to the ties than try the open shop.

President Voll: I will not say anything on this question except that it is rapidly solving itself and the time is not far distant when the blower will be glad to work in the summer time.

The question being called for, motion to adopt those portions of the committee's report which provided that no glass should be blown during the month of August, was put to vote, and was declared lost. A division was asked for and the vote was forty-two ayes to forty-nine nays. President Voll thereupon declared the motion lost.

The following asked to be recorded as voting in favor of the committee's report: Branches 7, 9, 10, 11, 20, 22, 36, 55, 71, 81, 92, 105, 110, 118.

The next discussion on the Price List Committee's report was on a recommendation that ware made above sixteen ounces weight shall pay fifteen per cent. extra when made with three men in a shop who gather their own glass. Delegates Mutchler, Warren, Call, and Dall thought that would work a hardship in many places. Delegate Steelman, a member of the committee, said that it was not the idea that this should apply to the tank, because it would displace a blower in almost every place where they make ware above sixteen ounces; before the firm would pay fifteen per cent. extra they would put a man out and take a boy in his place. It would affect Branch 6 very badly. The rule might work in a pot furnace but it will not work in a tank.

Delegate Fody said: We haven't any gatherers on the pot furnace today and I would like to have this section thoroughly explained. Chairman Branin answered: It was placed in there with the idea that it would be of benefit to men who were working that way, some of whom were only making four dollars and a half to five dollars per day. Delegate Most, also of the committee, said it was very hard work for three men to make heavy ware, and the committee thought the rule looked good, but since it has been talked over in the convention, he agreed with Delegate Steelman that it would be apt to work to the disadvantage of the blower. Delegate Barber was of the opinion that this rule might work a hardship in many branches. At the same time where men are put to a loss on account of the heavy ware they ought to be protected; and he suggested that perhaps this was a subject for the officers to consider in conference. Delegate Fody said that some of the best ware made in the factory is above sixteen ounces; he made large ware for years and preferred sixteen ounce to any bottle in the list. There might be need of special arrangement in some cases but this rule was too broad.

Others who took part in the discussion were Delegates Speake, Lentz, Griffin and Van Why, each of whom thought serious disadvantage might result from the rule proposed. The motion to adopt this part of the report being put, it was lost by a large majority.

The recommendation of the committee that six dollars and fifty cents per day shall be the minimum wage in the blown department was adopted after a discussion by Delegates Johnson, Fody, Dall, Speake, Gaffney and Kurtz, each of whom was heartily in favor. It was the sentiment that the adoption of a minimum wage provision would cure many evils, among them that of men being required to stay around a factory most of the day without opportunity to work. Vice President Maloney said: If there was a minimum wage it would cure many of the abuses we suffer from and which are brought to the convention in the form of resolutions.

President Voll, closing the discussion, said: Your officers made a hard fight for the minimum wage in the blown department last summer. I believe in it absolutely for all workmen. It is established in the automatic machine department and should be in the blown. The blower has always been obliged to sit around the factory and give his time and labor for nothing when possibly he might be applying himself to something of material interest to him outside. I believe in the minimum wage. It is a protection and a measure of justice.

The motion being put, the recommendation for a minimum wage of six dollars and fifty cents was adopted.

The committee did not favor the consolidation of the cologne and toilet brackets. This was discussed by Delegates Lentz, Speake, Dall, Branin, and Vice President Maloney, and Secretary Jenkins said: It is pretty hard to distinguish between colognes and toilets. That is the source of more trouble in the national office than we have with any other bottles. Sometimes men who work on that class of ware cannot tell the difference themselves. Would it not be better to get them on the same list because they are all toilet waters or colognes? I am not advocating the list prepared by the manufacturers, however.

No formal action was taken on this. Delegate Fody asked this question: What provision has the committee made for sharing time? Secretary Dall answered that the amendment to Section 14 provided: Where there are number of idle competent men at any branch, and not enough to operate three shifts, manufacturers and the committee shall arrange for a division of time and work with the idle men.

Delegate Fody replied: We don't work three shifts on pot furnaces. We only work one shift. We want to provide that when a furnace or two is let out, arrangements shall be made to give employment to those men who are thus relieved.

After discussion between Delegates Mutchler, Speake and Fody, on motion that part of the committee's report referring to this paragraph of Section 11 was recommitted with instructions that the committee bring in a rule which will provide for a division of work in both tank and covered pot list.

On the recommendation for an increase of ten per cent. for the season, Delegate Gaffney, of Branch 81, said he thought the increase should be more, and Delegate Speake urged that it be made fifteen and asked if it would be in order to move to substitute fifteen for ten in the report. He was informed it would not. On motion, that part of the report was adopted. On motion, the report of the committee as a whole, as amended and excepting the section recommitted, was adopted without a dissenting vote.

The portion recommitted was reported in a later session and was adopted, in this form: When there are a number of competent men at any branch holding regular places and work becomes slack, manufacturers and the committee shall arrange for an equal division of time.

A new section was subsequently offered by Delegate Most (in ninth day's session) and was on motion adopted: "Members of the blown ware and machine departments shall not be permitted to transfer from one department to the other unless they have fully complied with the conference agreements of the respective departments."

The complete report of the Committee follows the minutes of the eighth day's session.

Chairman Gaffney stated that the Committee on Sister Organizations had concluded their work. The report was read by Secretary Edwards as follows, and was, on motion, adopted:

REPORT OF COMMITTEE ON SISTER ORGANIZATIONS

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

We respectfully submit the following report for your consideration:

Under this head it is necessary to mention the parent organization, the American Federation of Labor. Reactionary employers have joined their might in a campaign which they are pleased to call a campaign for the open shop, which they have been waging vigorously since the armistice. Compelled by the pressure of public opinion to accept labor's co-operation during the war, when the utmost conservation of productive energy was necessary to the life of the nation, they cast off all pretense immediately upon the passing of the emergency.

This entire campaign on the part of the combined reactionary employers is in no sense a campaign for the open shop, no matter what definition may be given to that term. It is a campaign for a shop that shall be closed against union workmen, disguised under the name of an "open shop" campaign, and it is designed to destroy individual organizations and to break down and eliminate the American Federation of Labor and the principle of collective bargaining which has for years been accepted by the highest industrial authorities and by the American people as a principle based upon justice and established permanently in our industrial life.

We urge the delegates upon their return home to see to it that their branches affiliate with central bodies and state federations of labor and give their financial and moral strength to stop this unwarranted and tyrannical attack upon the trade union movement of America.

In our opinion, the co-operation and harmonious relations which have existed since the peace agreement between our association and the American Flint Glass Workers' Union have been further promoted this past season by the efforts of the officers of both associations in settling misunderstandings which arose in some localities in regard to working rules and price list.

We again urge our members to comply at all times with the Flint prices and working conditions when making ware that comes under the jurisdiction of that union.

We wish to commend Brother Paul Martin, Executive Officer of the Flint Organization, and our Executive Member, Arthur Muhleman, for the able manner in which they settled the difficulties satisfactorily to all parties concerned, at Chicago Heights.

Respectfully submitted,

JOHN GAFFNEY, *Chairman*,	Branch	81.
FREEMAN FERGUSON,	Branch	128.
WALTER GALLAHER,	Branch	7.
EMMETT TEAGARDEN,	Branch	38.
CHAS. J. ANDERSON,	Branch	48.
WILLIAM REED, JR.,	Branch	11.
JOHN EDWARDS, *Secretary*,	Branch	60.

The report of the Packers' Committee was made, Secretary Dolan reading. At the sugestion of President Voll and by the consent of the convention, Secretary Jenkins was directed to include this report in the daily minutes, so that the delegates might have an opportunity to study it, and action on it was postponed until a later session. It was printed in the daily minutes and was in a subsequent session discussed and action taken thereon. As adopted, it appears in minutes of the ninth day.

On a rule suggested, that apprentices in the packing department should serve eighteen months at fifteen per cent. less than journeymen's wages, Delegate Guthrie inquired: How about blowers serving as apprentices in the packing department? Delegate Bell, of the committee, explained that the reason why the committee advocated eighteen months apprenticeship was to keep new men out so that we could take care of the blower, the machine man and the automatic man. And Secretary Dolan said: Our idea is to protect the old time member. We feel that we owe a great deal to him.

Delegate Moore, of Branch 45, asked the privilege of making a statement. This being granted, he made a plea for co-operation between blowers, machine men and packers throughout the trade, and expressed appreciation of President Voll's action in appointing a packers' committee. This was approved also by Delegate Bell of Branch 80. On motion, the Secretary was directed to include the remarks of Delegate Moore in the daily minutes. They accordingly follow:

"As delegate from Branch 45 I wish to make this statement as a supplement to the report of the Packers' Committee. I believe that before our trouble with the Illinois Glass Company last year ours was the largest packing branch in the trade. Today we receive the highest compensation for an eight-hour day. Statistics that I have compiled from information given by representative fellow delegates in this convention, since it convened, verify this assertion. It appears from first hand information from machine men and blowers, that the same co-operation does not exist everywhere else as in San Francisco. I trust that all of my fellow members of the packing department who may read these brief words will be benefitted therefrom:

"I personally am employed at the Pacific Coast Glass Works, a plant that is one hundred per cent. organized, chiefly due to the fair treatment of the employers, who treat with our members at all times when a grievance presents itself. This accounts for our fortunate position. At present twenty-one of us are now employed, our membership having become depleted owing to open shop conditions in the Illinois-Pacific plant.

"President Voll has seen fit to appoint a packers' committee at this session for the first time in the history of our organization. I believe that a channel has been opened that will result in great benefit to packer branches, and I hope and trust that in future conventions of the Glass Bottle Blowers' Association the packing department will be more fully represented than at present. I have already stated that this means a start has been made whereby we shall gain greater achievements in the future. I trust all branches will realize the importance of the appointment of this committee.

"To illustrate my criticism of the lack of co-operation, I wish to cite an instance told me by a fellow delegate regarding off-ware. He asked the packer at several plants throughout the east to set aside off-ware where a dispute arose about packing it and to mark it "Don't Break." The packer answered in a very discourteous manner and nothing was accomplished. In San Francisco this request is complied with, as are all others of a like nature. Often the blower or machine man has received as high as ten gross from off-ware, where a technicality has arisen respecting the packing of it. I am reciting this as one instance only and want to emphasize on behalf of Branch 45 of San Francisco, and in the interests of all packers throughout the trade, the necessity of co-operation between the two branches. We are the tail to the kite, and none can contribute more to the interests of the machine man and the blower than can the packer, and when we work together harmoniously the goal we have set before us will be reached.

"In closing, I wish to thank President Voll for his consideration in establishing a precedent in this convention by appointing a Packers' Committee."

Delegate Johnson asked permission to read a letter concerning a grievance which had been received too late to present to the committee. This was read and referred to the national office.

Chairman Fody stated that the Committee on the President's report had finished its work; the report was thereupon read by Secretary Haas and was on motion, unanimously agreed to, adopted, as follows:

REPORT OF COMMITTEE ON PRESIDENT'S REPORT.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

BRETHREN:—We have read with satisfaction the very able and comprehensive report of our chief executive. It is replete with much food for thought and a great deal of good will result to both the individual and the collective body of the association by giving heed to the admonitions contained therein. Obviously a great deal of time, thought and labor were expended in the preparation of such a document. We commend it to every thinking member. Unless it is given attention the labor is lost. Too many times we pay little or no attention to reports of our chief executive, not from any spirit of malice, but from an unconscious or thoughtless neglect to properly appreciate his great responsibility in guiding the destinies of this association, which he has taken an obligation to protect.

The constantly changing aspect of the bottle industry is perhaps not readily grasped by the man in the factory, owing to his limited knowledge of the balance of the trade outside his immediate vicinity, unless he keeps constantly before him every atom of information he can secure. One of the best sources of information and one to which all should apply, is the annual report of our President. By virtue of his office he must at all times keep in the vanguard and supply the membership with helpful information. His report to this convention impresses us as no other has in recent years because of its fund of valuable and interesting thought. It gives us the greatest pleasure to say that we are in thorough and hearty accord with all he says. But we would like to review briefly some of the most important subjects. We feel that otherwise we would scarcely do our full duty.

Wage Settlements 1920.

We are unanimously of the opinion that the settlement made at the last final conference was the very best that could be obtained. And we believe that had the bottle industry remained normal, our membership would have profited greatly by the substantial increase of wages secured in all departments.

Packers' Wage Settlements.

We are also in hearty accord with the wage settlements made in the packing department. When we consider that only a few years ago members engaged in this line of endeavor were receiving little better than the wage of day laborers and that today they are averaging as well as many of the skilled trades, increases having been secured of from one hundred to three hundred per cent., it is but little short of marvelous. Whether proper appreciation is shown of the untiring efforts of our President and his colleagues will be covered in another part of this report.

Automatic Machinery.

President Voll has well said this is like Banquo's ghost and will not down. In this wonderful age none of us should be at all surprised at the inroads of machinery. The tendency of the times is to produce in large quantities at the least possible expense and at the same time not impair the quality. While we all deplore the introduction of automatic machinery because of the changes it compels us to make in our daily lives, we must remember that other industries have also been invaded by machinery. We paid little or no attention to the troubles or trials of others so long as we felt a certain sense of security in our own house. Having been brought face to face with this uninvited guest we must rise to the occasion and meet the issue squarely as full grown men, able to cope with an unpleasant situation. As the machine is to be permanent, the thing to do is to follow the advice of our President and bend all our energies toward organizing the men, who work in these factories. This should be done in a sane manner, through conferences with employers. It will require a great deal of hard work and perhaps some sacrifice on the part of the membership, but whatever sacrifice is made will be with the full knowledge that we are benefitting the men who do this kind of work, stablizing the industry and helping those employers who must come into competition with the companies operating the automatic process. We can all look back to the time when machines first came into the bottle industry and how we sensed a certain danger. The situation was met in those days by careful legislation and we weathered the storm. Other improved machinery came along, was met and we adjusted ourselves accordingly. And who can say with any degree of certainty that the last word has been said in bottle making machinery? The most improved machinery of today, intricate and marvelous as it is, may have to give way in a few years to something even more marvelous. Hence it is that we advise that our campaign of organization and education be pushed with all the vigor of which we are capable.

Standing of the Organization.

We note with a great deal of pleasure that despite the unfavorable industrial conditions prevailing in all lines of endeavor that our organization has been able to at least hold its own. This is due largely to the high standing the Association enjoys and the fact that we have played the game squarely. Our regard for the inviolability of the contract is a potent factor without which it is doubtful if we could gain and hold the confidence of those with whom we deal.

Our Struggle With the Illinois Glass Company.

We have noted with more than ordinary care and interest the matter contained in the report of the President under this heading. We are firmly of the opinion that the struggle, though apparently lost, has done a great deal of good to those who repulsed our efforts at Alton, in that they received increases of wages and reductions in the hours of labor. Such struggles are never lost. They serve a good purpose in many ways and bring to the attention of the public the despicable methods of such combinations. The rebuff we met in that struggle should only urge us on to greater and more vigorous endeavor.

We most earnestly commend the action of calling off the strike at Gas City in the face of the conditions surrounding us there. It also brings to our minds very forcibly the application of the law when applied to labor organizations. It proves that some still believe that property rights are above human rights.

The heroic struggle of the men, women and children during that long siege stands today without a parallel in the trade union movement. Shall their sacrifices and those who labored with them be in vain? We cannot believe it. To us and those who come after us, will be the task at some future time to again test the strength of capital highly organized.

We heartily agree with the manly and courageous expression of the President when he says, referring to the decisions of the Federal and Supreme Courts, "Such we hold are the decisions of our Federal and Supreme Courts in granting injunctions against things which we have a lawful right to do and through which they set aside laws enacted by Congress and State legislatures, substituting therefor a species of violence that is no law at all but which is accepted by state courts as a precedent, thus becoming more binding upon the people than statutory enactments. To wipe out these decisions it takes years of legislative effort and much sacrifice, a long and slow process that wage earners were satisfied to follow in order that society might function harmoniously and stability of government be maintained. But when we find that after many years we have been successful in having laws passed that give a measure of protection to the human element in industry in its competition and struggle with the property element therein, only to have these laws perverted or abrogated by judicial decisions, then it becomes our duty as patriotic citizens to refuse to obey this species of violence, in order that liberty may be maintained and perpetuated, accepting through disobeyment whatever punishment may be meted out, conscious of the fact that our action is fully justified and that no stigma will rest upon those who legitimately and peaceably resist the dictates of autocrats, be they imperial, monarchistic or judicial in character." We are in hearty accord with the sentiments contained in the above quotation and are willing to assume the full responsibility for its utterance. The patriots during the American Revolution would never have succeeded in throwing off the yoke of oppression had they not courageously defied the tyranny of George III. It may require some sacrifice but to whom the duty falls he must accept it.

Reorganization.

Our hearty well wishes go out to the President in his work along these lines. It is the duty of the organized to organize the unorganized for without organization there can be no permanent benefits secured or maintained. It always means hard work for the organizer but the reward for his labor is the knowledge he has done some good work to humanity.

But often times his efforts are fraught with disappointments over the action of those who would benefit most from his labors and who show a woeful lack of appreciation. Such was the case of the packer branch at Terre Haute, Indiana, when they brazenly repudiated the agreement made with the employers in conference and went on strike. The President is to be heartily commended for the stand he took in expelling the branch for the insubordination and for placing a fine on them when they afterwards made application for reinstatement.

The first law of Heaven is obedience to lawful authority and surely we should recognize that law. When such men feel they are bigger than the law, no time should be lost in bringing them to a realization of their insignificance. They came into the house when it was all in order, partook of its bounties, made no sacrifices whatever but arrogantly assumed to dictate what should be done to those who would save them from themselves. Such men should be made to leave the association and make room for real trade unionists.

The action of the men who acted as conferees at the conference with the American Bottle Company and who refused to sign the agreement reached should be condemned.

Non-unionism.

This is a subject that will soon be relegated to the scrap pile along with other obnoxious isms and we are proud of our record in eliminating it.

The Open Shop.

We commend this most excellent article of President Voll and would urge all members to read it very carefully. The subject is occupying the attention of the country today, but like all fallacies, it is bound to soon go down to oblivion. The agitation has done more to cement the men and women of labor more solidly than anything else that could be devised or agitated. The proponents of this un-American thesis have misnamed it when they call it the Open Shop. It means really the Closed Shop to trade unionists. They try to make it appear they do not discriminate against either the union or non-union man when as a matter of fact a man who belongs to a trade union is plainly told he has no alternative but to accept what is given him or no job. Hence the Open Shop becomes the Closed Shop to the union man.

Relations With the Flint Union.

We are pleased to note the cordial relations existing between these two splendid organizations since the settlement of the differences in 1912. The committees who reached that agreement builded better than they knew when after nine years it has never been necessary to reconvene the committee to argue over some dispute. We hope and believe that with the same spirit of toleration for each other that has existed so long that both unions can and will live in amity for years to come.

Standard Capacity.

We believe this subject is of the utmost importance to the entire trade, regardless of the method of manufacture. Our officers should exercise the same vigilance and caution in the future as in the past. We commend the President for his wisdom in meeting and combatting the pernicious Haugen bill in Congress. All branches when appealed to by the President to wire or write their congressmen should do so immediately, send a copy of their letter to the national office and also the letter received from the congressman. In this way they can all be checked up and we can determine whether they are friends or opponents, and when possible, committees should call on their senator and congressman and try and induce them to vote against the bill.

Preliminary Wage Conference.

We desire to express our appreciation of the opposition to the paper presented by the manufacturers by the President and his colleagues. All are no doubt familiar with the situation as set forth in the detailed account of that meeting issued shortly after the conference.

Trade Journal.

Our well wishes go out to "The Bottle Maker," the official organ of the Association. It will fill a long felt want in the trade and will no doubt take its place among the other trade and labor journals. This journal should be open to all members of the Association for such matters as are of an informative character, but not for acrimonious or scurrilous argument. We trust that the President, who is the editor, will exercise his judgment in the publication of articles that have a bearing on the trade union movement, and refuse to permit any partisan, political or religious matter to enter its pages.

We would urge the delegates that upon their return home they insist upon each member of their respective branches to send in the name and address at the earliest possible moment so the Journal can be sent to each individual member.

Internal Affairs.

We want to commend the President for his action in declining to loan money to branches during the past season. We deplore the necessity for any branch asking for a loan, but the constitution is clear on that point and does not give discretionary power to the Chief Executive. Experience has taught that the loaning of money during times of stress, while it served a good purpose at the time, was often forgotten when the individual went to work and was in a position to pay the loan. Until some later convention makes provision for an out-of-work fund there is no other course to pursue.

Good and Welfare.

We want to express our appreciation of the eefforts of our Chief Executive to secure a division work during slack periods. We should all get behind any movement that has for its object placing our membership on a self-sustaining basis. It is a sad commentary on our modern civilization when able bodied men who are deserving and willing to be self-supporting are compelled by the inequalities in distribution of wealth to remain idle. We cannot help but feel that the division of work as advocated by our Association will be a partial solution, at least, of this most vexatious problem. We urge on the incoming officers the necessity of again bringing this subject to the attention of employers and of keeping it constantly before them, so they will realize that contented busy men are a most valuable adjunct to society.

Conclusion.

In concluding our report we wish to again remind the dele gates that the report of the President should be read by every member of the association. We also urge that branches have it read in full by one of their members at either a regular or a special meeting.

Respectfully submitted,

JOHN FODY, *Chairman*,	Branch 9.
HENRY MEYERS,	Branch 21.
WALTER WEAVER,	Branch 101.
FRANK SWAIN,	Branch 7.
CHARLES HAAS, *Secretary*,	Branch 92.

The reception and banquet given by Branch 18 to the officers and delegates, Saturday evening, in the Auditorium, was a handsome and highly enjoyable affair. The banquet was a sumptuous one. Members of Branch 18 acted as hosts; President Joseph Jones was toastmaster. Addresses were made by President Voll, Vice President Maloney, Secretary Jenkins and Treasurer Halton. Delegates Albert Moore and Will J. Ebbert sang several solos, and there was music by an excellent orchestra.

On motion convention adjourned to 1.30 P. M. Tuesday, July 19, 1921.

EIGHTH DAY'S SESSION.

July 19, 1921

The convention was called to order by President Voll at 1.30 P. M. Roll call showed all delegates and officers present.

President Voll, referring to certain statements made by John Mooney in a preceding session, in which he criticised Senator Hiram Johnson, said: I had no idea what he was going to say and when he asked for subscriptions to his brother's paper I felt it was not the province of a speaker to make a recommendation or suggestion as to how a request might be carried out, and it was not well at any time to act simply on the spur of the moment, hence I quietly informed him we would not consider his request at that time. However he left the subscription cards and it will be for the delegates to decide what, if any, action they wish to take. He made a statement relative to Senator Hiram Johnson which I wish to deprecate. Senator Johnson is an able statesman and I doubt if there is another senator who has done as much or been more fair to labor than he has. When criticisms are made we should take time to consider them. I am not familiar with the paper he spoke of, but as to the case of Tom Mooney, the American Federation of Labor has done a great deal for him; as a member of the committee on resolutions it has been my privilege to pass on a good many resolutions in his behalf. Trade unionists have tried to secure a pardon or a commutation of his sentence and agree there has been an injustice done and that he should be pardoned or have a new trial; but there are some other things connected with that.

Motion was offered and agreed to that the subscription cards be placed in the hands of the conductors for the delegates, if they wished to make use of them.

Chairman Branin of the Blown Ware List Committee, said they were ready to report on the rule recommitted relating to a division of time. Secretary Dall thereupon read the following:

The Committee recommends that the last paragraph of Section 14 of the Tank and Covered Pot Lists be struck out and this substituted: When there are a number of competent men at any branch holding regular places and work becomes slack, manufacturers and the committee shall arrange for an equal division of time.

On motion, seconded, this was adopted by a unanimous vote.

Motion was offered by Delegate Adams and seconded that the report of the Committee on President's Report be read in convention a second time for the reason that a good many delegates were not able to hear it when it was read, the acoustics of the hall not being good and considerable noise and confusion in the street. Several delegates suggested in the interest of saving time that it could be read in the daily minutes and this was concurred in.

Chairman Tyler then announced that the Machine Price List Committee had completed their work. The report was thereupon read by Secretary Hann. It was agreed that if there was no objection made to a paragraph it should be considered as adopted.

On the first four bottles reported from Branch 9, Secretary Hann said No. 1 was made before the May conference and Nos. 2, 3 and 4 were made since.

On the rule providing for working of three shifts Delegate Koebert asked if that applied when three men were working to two machines, and if so, would each have to take one-half hour. President Voll replied, "Not unless it would be specifically provided for."

An amendment to Section 4, which provided for payment for time lost over sixty minutes, "including all heating of moulds following necessary stops;" and also provided that stops of five minutes or less should not be counted, was discussed by Delegates Guthrie, Tyler, McClain, Carll, Dunlap and Haas, and President Voll. The sentiment was that if an agreement could be made to provide for payment of time lost in heating moulds that would be of so much importance that the men could afford to overlook stops of five minutes, at least for the present.

A motion was offered by Delegate Guthrie to strike out "stops of five minutes or less not to be counted," and this was seconded but was lost by a large majority.

On the rule that "there shall be full day's pay for day work while working three shifts, the same as when working two shifts," Delegate Miller asked, "Does that apply to four shifts, as well as to three?" President Voll replied, "Yes, but on a pro rata basis."

On the amendment to Section 20, that "The right of the manager to hire and discharge employees is acknowledged, but men shall not be discharged without a just cause, and it is understood that when workmen are to be hired they shall be members of the Glass Bottle Blowers' Association," motion was offered to adopt. There was an animated and lengthy discussion. It was opened by Delegate Johnson, who approved of the amendment. Delegate Dall was not in favor of it and said, When a man, whether he is a machine man or a blower, gets ready to quit, he goes to the manager and says, "take my notice," and he doesn't tell why he wants to quit. If he did, he would likely say, I've got a better place. But if a manager would tell an employee, I have got a better man for your place, he wouldn't like that. Personally I don't believe it is a good thing to give reasons. Any man who works in a glass house knows that if a manager wants to get rid of a workman he can find plenty of excuses for firing him. If he doesn't want to do that, he can make conditions so miserable that the man will be glad to go."

At a further stage of the discussion when it was insisted that the men should not be discharged without a just cause being clearly manifest, President Voll remarked that the United States Court in the Coppinger case in Kansas has decided that an employer can discharge an employee for being a union man. He does not have to give a reason, but he can do that. So in collective bargaining, he added, what do you think we can do in conference if the manufacturers do not wish to accept that rule? To my mind the best thing to do is to try to bring about such a fair state of mind and conditions between employer and employees in our industry as will largely eliminate any unjust dismissal of employees. I think we are traveling that way. But the Supreme Court has decided that a man may be discharged for belonging to a union and in addition that the blacklist may be used.

Delegate Edwards, in support of the amendment, cited a case where three men, brothers, working a shop had been discharged without justifiable cause and had not been reinstated; he thought it would be wise to provide a rule whereby such action would be impossible. As to this incident Executive Officer Roberts stated he had made a personal investigation. It seemed that two of the brothers were responsible for the discharge. Delegate McClain also narrated the circumstances of the case. Briefly, there had been an altercation between one of the brothers and a machinist and a quarrel ensued, with the result that the manager discharged all three brothers. President Voll said as soon as the case was reported to the office an executive officer was assigned to it and that every effort was made to bring about reinstatement but that had not been possible.

In further discussion Delegates Arnold, Bott and Guthrie were strongly in favor of the report of the committee. Delegate

Bugher wanted to go on record as in favor of the rule provided in Section 20. Delegates Graham, Newkirk and Parker discussed the general question. Delegate Parker reminded the delegates that the policy of organized labor was a campaign of education. If our members will use their best efforts to eliminate jealousy and prejudice and try to bring about a closer feeling among our membership these problems will eventually solve themselves. Cave-men managers are gradually passing away. In three years in the plant at Oklahoma there has never been a man unjustly discharged. In dealing with employers we find that common sense and good judgment are about the best influences, and if we go to them in the right way we accomplish something.

Delegate Tyler stated the question had been discussed before the committee and it was decided to bring in the amendment for the purpose especially of getting the question before the manufacturers, with the possibility of its having a good effect upon managers later on. In this he was supported by Delegate McPeck and Secretary Hann of the committee.

Delegate Graham thought many of the grievances and discriminations might be prevented if the membership of the branches would back up the business committee. Executive Officer Muhleman said he was in sympathy with anything that would give protection to the men but he doubted the propriety of the amendment; it might bring up endless questions as to what was a just cause, and who was to decide.

During the discussion an incidental question came up as to the methods of protecting members which prevailed in the Flint Association and comparisons were made between those and the methods prevailing in the Glass Bottle Blowers' Association. Delegate Bugher was inclined to think from observation that the Flints had some methods which were better, but Delegate Newkirk, who had experience and opportunity of observation in both unions, was positive in his conviction that the blowers had a greater amount of protection in their association. Vice President Maloney, without making any criticism whatever of the Flint Union, was emphatic in his assurance that no labor organization in the world afforded its members greater protection than did the Glass Bottle Blowers'. Its history is unique in that it has an uninterrupted record of achievement, and devotion to the welfare and advantage of its members.

The question being called after the rather prolonged debate on the amendment, Section 20 was adopted as presented by the committee.

There was an interesting debate on the amendment to Section 21, which changed the word "may" to "shall" and provided a rate of twelve dollars in place of nine dollars as follows: On a machine where cut-offs are used and but one operator is employed, three operators shall be employed to operate two such machines. Two-thirds of the product shall go to the regular operator; one-third of the product of each machine shall go to the third operator; day work shall be at the rate of twelve dollars per day for each machine, but in no case shall the hour be deducted as per Section 4 on a day work job. Two men shall be allowed to work the machine when there is no idle member competent to fill the place.

Delegate Guthrie asked: "Can a manager place two men on a one-man machine and compel them to work for the one-man list?" President Voll answered: "No. He cannot do that. That will be voluntary on the part of the men. Neither can we compel the firm to pay the two-man list."

Delegate Mutchler asked: "In working three men to two machines, if one man should be off duty would it be proper for the two men to operate one machine and let the other machine lie idle? Or, shall each man operate a machine, singly?" President Voll replied: "That is a matter which would be for agreement between the firm and the branch. The practice of the Association and the understanding in conference is that unless the work is entirely too hard, two machines should operate."

Delegate Mathias asked: "If two men work on one-man machines, does the firm have to pay the two-man list?" President Voll replied: "We tried when the agreement was made in the beginning of the season to work two men at a one-man machine at the two-man price—we tried to arrange that that should be retained for that season. But there is nothing obligatory on the part of the manufacturer to enter into that. We could not force him to pay the two-man price for a one-man machine."

Delegate Lentz said: "In our factory we have the one-man machine with two men working and pay the two-man price. In March we put a swing man in on the two machines—one swing to five. We tried to stop that and took it up with the national office but they permitted it. The men can't make any money." President Voll inquired: "Am I to understand that they paid the two-man price for the one-man machine?" Delegate Lentz said: "The two-man price was for taking out and gathering. They paid the two-man price and also the swing man, but he got one-fifth."

President Voll replied to this: "That came to the office. We understood at the time that it was a sort of a measure of relief and we thought that when so many men were idle if there were two men working a one-man machine and there were two machines and four men working, if they could employ another man and that would be helpful it would be a good thing for the Association, for we learned that where the two-man price was paid on a one-man machine the men were making pretty good wages. We learned they have one-man machines with two men working at them, making twelve to fifteen dollars a day, a good many men are making ten dollars, and some who are making a certain class of ware are earning even more than this. That is what we took into consideration but the conditions were not fully explained to us."

Delegate Lentz: "The condition there is such that they change moulds pretty nearly every six hours."

Delegate Miller asked: "Does that mean that two men work the one-man machine and one gathers and the other man turns out, half hour about?" To this President Voll replied: "No, indeed. Where that agreement is made it calls for the two-man price, or the men wouldn't do it and the manufacturers would not agree to it. That applies to the fifty-fifty practice. There was no decision that the men had to work that way but they were advised to do it on account of conditions in the trade, so as to give as many men work as possible. In Milwaukee they worked three men to one machine for the two-man price. That was to take up the idle men and as I understand they made about eight dollars a day. Isn't that true, Delegate Koebert?"

Delegate Koebert: "Yes."

Delegate Dunlap, a member of the committee, said the information given to the committee was that when five men were working at two machines it was a local condition; the men were not forced to work that way, but the practice had been adopted in order to take care of idle men. While it was only a local condition the committee thought it might have an effect throughout the trade and might be taken up in a good many places. It was with that idea of its becoming a general practice that the committee made the recommendation.

Delegate Bugher said there had been some trouble on that subject in Jeannette; "they paid the two-man price list on the machine but you had to turn out to get that, and the men decided they wouldn't do it any more."

Executive Board Member Connelly cautioned against changing from "may," which is optional, to "shall," which is obligatory. "May" allowed for flexibility of practice. Two men might work a one-man machine if it was mutually agreeable and profitable, and they might take a third man and the three might operate two machines to their profit but they might not wish to. The present practice gives more men opportunity to work; but if it is made obligatory that would mean that the three operators would always have to operate two machines even though it were desirable to make a further division of the work. If you and I and another man are working two machines under the present practice and I am off, you are allowed to work single but this amendment does not say that two men will be allowed to work on the one-man machine and get the two-man price. This may take away the right to work two men on one machine and get the two-man price. In my opinion, the word "shall" will be a detriment, "may" is better.

Delegate Ebbert asked: "Is it the intention to do away with two men working on the one-man machine? If it is I am opposed to it." Delegate Dunlap said: "The intention is to do away with the inhuman practice of men having to gather on the machine all day long."

Delegate Barber: "Any place in the trade where men can work that system and get an agreement with the firm, it's up to them to get it, because it puts men to work and they can get pretty good wages. You can put four men on sometimes. There is not as much loss of ware as when boys and girls were employed. The majority of the men make pretty good money in the split system and they are satisfied."

Delegate Arnold asked: "What is your interpretation, President Voll, of the last two lines of Section 21? that 'two men shall be allowed to work the machine when there is no idle member competent to fill the place?' Is it that it shall be optional with those two men when the swing man or regular man is absent; or is it compulsory for them to work those machines alone or single?"

President Voll: "Our interpretation and decision have always been that if for some cause or other three men were working on two machines and one would be absent, we should endeavor to fill those two machines and work single for that day. But where the management does not co-operate with us or try to obtain sufficient men, or possibly divide up the work somewhat, but keeps continually imposing on the men in that way, by having them work singly, we have stated that that is detrimental to health because of the extraordinary hard work that it is and such practice ought not to be pursued; branches should make such arrangements, and unless managers do co-operate with our members and try to have sufficient men to fill those places or make some other arrangement, then we would have to tell them that we would not work that way."

Delegate Arnold said: "We have some members who can work a machine alone but others can not. Sometimes a manager seems to think if one man can the others can also." He then narrated a number of incidents illustrating the situation. President Voll said: "We have explained when similar questions were put to the national office that we would advise adaptation to local conditions where that could be done without injustice, but there was nothing compulsory about it."

Delegate McClain, of the committee, explained that there was no intention to prevent members from working a one-man machine at the two-man price but that by changing "may" to "shall" it might give more men opportunity to work.

Others who took part in the general discussion were Delegates Kurtz, Gilmaster, Johnson and Vice President Maloney.

The question being called for the motion to adopt Section 21 of the report was put and carried.

The Committee strongly opposed any change in Section 26, which provides that "No operator shall be allowed to carry blanks or moulds to or from the ovens," and this was approved.

The next discussion occurred on the summer stop. The Committee offered this:

Section 27. Change to read: Continuous production is agreed to but each operator shall take a vacation of two consecutive weeks between June 15th and September 1st; time to be arranged between factory committee and superintendent.

Motion was offered and seconded to adopt. Delegate Ebbert advocated equalization of the summer stop in the blown and machine departments and offered a motion to substitute four weeks instead of two. This was numerously seconded but was ruled out of order by Vice President Maloney, in the chair.

In the discussion that followed there was a general expression of opinion that the stop should be uniform in each department. Some of the delegates were opposed to continuous production but it was agreed that it is at present essential in the industry. Several delegates suggested the stop might be made three weeks and that it be within the period from June 15th to

September 15th. To this the objection was made that a good many men did not get a vacation until September 1st and as most resorts closed on Labor Day, they lost the advantage of having an agreeable place in which to spend their time. The general conditions in the trade and the industrial world in general were also discussed. In the main the arguments both for and against were quite similar to those advanced in the discussion on the summer stop in the blown ware department.

The question being called for, the motion to adopt Section 27 was put and was lost by a very large majority. Motion was then offered that Section 27 be amended as follows: Continuous production is agreed to but each operator shall take a vacation of four consecutive weeks between June 15th and September 1st, time to be arranged between factory committee and superintendent.

This was seconded and being put by the chair was carried without a dissenting vote.

The Committee presented among the recommendations for new rules this: That all operators shall receive pay for seventy-five per cent. of all off-ware in excess of ten per cent. of day's production. Motion was offered to adopt this. It was discussed by Delegates Parker, Bugher and Dunlap, who explained the history of this demand when it was taken up in conference; McClain, Koebert and Johnson, who cited an agreement as to off-ware made at the first of the fire in San Francisco. President Voll said: "This was one of the vital and important questions before the conference and was discussed a great deal. The manufacturers finally refused, and we again reiterated our conviction, as we had in former years, and insisted that this was a just contention on our part. We were in way of making a fair agreement in some places and were trying to get one in Baltimore when along came the slump. Our contention has always been in conference that men should be paid for all the ware they make, if it is not spoiled through their fault, and that shall always be my contention. But under the old system that has grown up in the trade during forty years we have not been able to get this rule. If we go into conference with something drastic and out of reason we may not get anything. My idea has been to get a start, and if it is not what we would hope for it would be a step to something better. But we should be careful and considerate in procedure. A man should be paid for all his ware. He gives his energy and skill and his best work, and if the ware is destroyed on account of rough handling by some one else, or because it is melted in the lehr he should be paid for that ware. We have been hammering at that for years.

After further brief discussion the motion was put and the rule adopted.

The next discussion occurred on the wage question. The Committee reported: We strongly oppose any reduction in wages and recommend that the present list shall prevail for the season of 1921-1922. Motion was offered and seconded to adopt this, but was lost. Motion was then offered that a ten per cent. increase be demanded for the season of 1921-1922, and after much talk this was adopted.

In the discussion Delegate Arnold said: "We were instructed by Branch 95 to oppose any reduction on milk bottles or that class of ware and to vote against it, or any general reduction; also we were to report to the branch if there was any prospect of a reduction. We are placed in a rather peculiar position and will ask to be put on record in the minutes. We were to bring Branch 95 some assurance that there would not be any reduction on milk bottles."

President Voll: "You can not get that assurance unless the convention instructs its officers that way."

Delegate Edwards: I am opposed to the report. The Machine Department should have an increase of ten per cent. and the convention so recommend. Last year we went on record for twenty-five per cent. increase and were granted only fifteen. I see no reason why with the light stocks on hand that manufacturers have, an increase can't be granted. I am heartily in favor of going on record for ten per cent. increase. It isn't in order to move to substitute that, Mr. President, is it?

President Voll: No.

Chairman Tyler: It's well and good to say we think we ought to have an increase, but I doubt the sincerity of any man who says he expects ten per cent. It's all right to say we ought to have it, and so on, but I doubt his sincerity because of conditions in the trade and throughout the country. We are not an exception to other crafts. What takes place in the labor movement is surely going to reflect itself on the glass bottle blowers and we know what is taking place in the United States. The committee thought if we could hold the present list we would be doing well.

Delegate Arnold: Last year the manager came to us and said, "I understand you men are coming out for a twenty-five per cent. increase or no settlement? Will you go to work if there isn't any settlement?" We said we would refer to the organization. Two days before we left a party told me the manager said if we accepted a reduction we would be fools, and that if we did accept their patrons would demand a decrease.

Delegate Barber: We had men who talked that way until they met in conference.

Delegate Guthrie: I'm in favor of saying we should have ten per cent. increase. We are not satisfied with the present scale. I hope the committee's report will be voted down.

Delegate Bugher: On this subject of an increase, the flow and feed device committee asked for a stipulated amount and the convention didn't agree to it but referred the report back and then the committee left it out and submitted the question to the officers. The next day the blown ware committee asked for a ten per cent. increase and that was agreed to; of course we won't know about it until the conference meets. Now the Machine Department has asked to keep the present list, which would mean no increase. The finance committee recommended an increase in the salaries of our officers and it was granted, and I'm in favor of it. But why can't the machine men ask for an increase? There will be a lot of dissatisfaction when members see the salaries of officers increased if the machine men are not, or if they are decreased. Understand me, I was personally in favor of our officers receiving an increase, but I can't understand why there is distinction in the three parts of this organization, the flowing device, the machine men and the blowers, and I would like a little information on that.

President Voll: Perhaps I can give it to you. I think the position we are in relative to the flow and feed devices was plainly brought out. We stated that we do not have control over them. Manufacturers have demonstrated that they can work without organized men on those devices; but they can not blow bottles my hand nor operate the semi-automatic machine by unorganized men; they would have to displace those with the flow and feed or the automatic. So the distinction is pretty plain. We also stated that it would have been an impossibility to organize or get jurisdiction over any flow and feed device by force. The only approach we have is by the appeal of your officers and by manufacturers recognizing our fairness and the possibility that by co-operation production on the machine could be increased and a better class of ware turned out. The matter was left open. We do not know what they are going to say to us on the flow and feed. As for the semi-automatic we know we have a much stronger hold on that, as far as our men and our jurisdiction are concerned.

Now, as to the officers' salaries, your president never asked an increase but he has used his best efforts toward securing higher pay for the membership. We obtained them an increase last summer but we received none. Now, if anyone here was opposed to an increase at this time he should have stated that very frankly when the question was up the other day. I may say, without any criticism, that I believe I receive less salary than the chief executive of any other labor organization and I may also say that I don't believe the members of any other organization receive as high wages as our men.

Delegate Bugher: There was nothing personal in my comment. I hope you understand that I am in favor of the increase to our officers? I merely asked why the distinction between the blower and the machine department, as if one was a better mechanic than the other?

President Voll: I am not a mind reader and I cannot answer why the committees brought in the different recommendations.

Vice President Maloney: I don't care personally about the salary; if I have enough to merely get along on that's all I ask, although I appreciate the increase. But may I say this: Probably the delegates had this in mind in granting the increase to the officers. I have looked over the reports of the secretary and treasurer since I came here and find that at a two per cent. assessment in the past year, $140,184.36 was paid into the general office. Dividing that in half means $70,092.18, which would be one per cent.; multiplying that by one hundred would give you the entire earnings of the industry, $7,009,218. Now the fifteen per cent. increase in wages last year which we were able to secure at the conference amounted to $914,246. It just occurred to me when Delegate Bugher asked that question on the salary that maybe our friends here in recognition of that $914,246 added to their earnings, thought the officers had something to do with securing it and that they would give us a little increase, too.

Delegate Fody: It is quite plain; there is no question about the blowers, they asked for a ten per cent. increase, while some of the machine men say they are satisfied with the present list. No one voted against the increase of ten per cent. on the blown ware, when that was on the floor. What I am trying to explain to Delegate Bugher is that the blowers were unanimously for an increase, some of us felt it didn't go far enough, but the machine men didn't ask for an increase. If they were uniform in their sentiments on that subject I think the committee would have brought in a different report.

Delegate Koebert: The committee asked for thirty per cent. increase on day work, for a raise from nine dollars on a machine to twelve dollars, and recommend that all ware shall be paid for over a certain amount. I think their recommendations are fair.

Delegate Most: The reason the Blown Ware Committee asked for an increase is this: Some branches were satisfied to retain the present list, while up to twenty-five per cent. increase was asked for by others. They were all given consideration and we struck between and fixed it at ten per cent., which would give our officers something to work on. If you say "present list" there might be an effort made on the other side to bring it down.

Secretary Hann (of the committee): We had eight resolutions asking for an increase in wages; twelve asked that the present list be retained, while one hundred or more branches didn't send any. The committee is not opposed to an increase in wages; there is no thought of that, and they don't recommend it, but we don't feel that we can get any increase. At the same time we do feel that we cannot take any reduction. We feel we should hold out to the last not to take a reduction.

Delegate Ebbert: Branch 73 asked for fifteen per cent. increase in the machine and for ten per cent. in the blown department. It's bad policy to ask for an increase in one and not in the other and I don't believe either should take a reduction. There's bound to be a business change and industries must resume.

Delegate Guthrie: The question is, are we entitled to an increase? I feel that we are.

Secretary Hann: Delegates from Branch 60 appeared before us and were asked to give their reasons but they were not able to sustain the request they made.

Delegate McClain: Branch 60 brought in a resolution for ten per cent. this year and had one last year for thirty and protested the settlement because they got fifteen per cent. instead of twenty-five. When the delegates were before the committee it drifted into private conversation until finally the Chair called them to order and said: "It may be good to have personal conversation but we are not getting the information."

Delegate Dall: On the statement that men voted for a ten per cent. increase in the Blown Ware Department and were not sincere and didn't think they would get it, in my opinion any man who doesn't vote honestly and conscientiously has no business in a convention. The blown list committee made that recommendation in all sincerity and believe they are entitled to it. There is no comparison between the hand blower and men on machines. You can't learn to blow glass in a week or ten days; I have been blowing for a good many years and haven't learned yet. If the machine man is satisfied with the scale let him say so. I believe I know what I want as a blower and we were sincere and meant what we asked for.

Delegate Call: I think my question in the Zanesville convention to Vice President Maloney, asking if ten per cent. increase in the Machine Department was equal to twenty per cent. in the Blown Ware Department, will be remembered. It took up nearly the whole afternoon. Now the manufacturer always asks me after conference, "Why are you pushing the blown man ahead of the machine? You are asking more on the blow shop than on the machine." I made the statement that I didn't believe the men were sincere in thinking that the officers could secure ten per cent. because some delegates have told me that about all they hear around their plants is, "You bet we will get a reduction this year." I formed my idea like Delegate Most expressed his, that it was possible we were giving the officers something to work on.

Delegate Dunlap (of the committee): Twenty or twenty-five branches which had resolutions didn't appear before the committee at all, and we couldn't read their minds; we had to use our own judgment, and that's the reason this is brought in the way it is.

Delegate Parker: Why shouldn't the blowers be entitled to ten per cent? When I voted for that I was sincere. Our branch has a resolution in that our wage scale in the Machine Department shall be maintained. Now I want to be fair and if I could be shown that it would be impossible to maintain that scale and that we would have to consider reductions in order to put our men to work and preserve our organization, I would be willing to consider it but I haven't been shown.

Delegate Johnson: Branch 22 has a resolution in for an increase and we are sincere. Our manager said they would fight against a reduction. The flow is not taking the business, and the automatic isn't—it's the general depression in the country. Our men are sincere in their demand for ten per cent. increase.

Question being called for, debate closed. The motion to adopt the recommendation of the committee, that the present list shall prevail for the coming season, was then put. The Chair being in doubt of the result of the vote, a second vote was taken, which showed the motion to adopt lost by a large majority. Motion was then offered that the machine department ask for a general increase of ten per cent. This was seconded and was carried without a dissenting vote.

The report of the Machine Price List Committee, as amended, was then adopted as a whole. If appears at the conclusion of today's minutes, after the blown ware report.

On motion the rules were suspended to allow the convention to go into session at 9.30 o'clock Wednesday morning.

Branch 18 of Montreal, through its Entertainment Committee, extended a cordial invitation to the ladies attending the convention or accompanying delegates to go on an automobile trip in and about Montreal, Wednesday afternoon. On motion, the convention gallantly granted leave of absence to Mrs. Elizabeth Malone and Mrs. Lillian J. Kelly, delegates of Branch 11, to enable them to enjoy the outing.

Convention adjourned to Wednesday at 9.30 A. M., July 20, 1921.

REPORT OF BLOWN-WARE PRICE LIST COMMITTEE.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

BRETHREN :—Your Committee on Blown Ware respectfully submit the following for your consideration :

Branch No. 7, Millville, N. J.

Bottle No. 1. Higgins Ink, 2 ounce capacity ; 3 ounce weight. We decide this is an Ink and should be so rated.

Branch No. 8, Bridgeton, N. J.

Bottle No. 1. Small round, No. 16, C. C. We decide this to be a C. C., and page 71, Tank List, should govern.

Branch No. 9, Baltimore, Md.

Bottle No. 1. Paul Jones oval blow-over; 8 ounce capacity, 7 ounce weight. Conference decided this an oval; we concur.

Bottle No. 2. 18 ounce capacity, 12½ ounce weight. We rate this as Caswell. Page 81, Covered Pot List.

Branch No. 48, Wilcox, Pa.

Bottle No. 1. Ball neck panel, 2 ounce capacity, 4 ounce weight. Office decided this a ball neck panel; approved by conference. We concur.

Branch No. 53, Swedesboro, N. J.

Bottle No. 1. Long triangular shape; neck on one side; ½ ounce capacity, ¾ ounce weight. Office decided this a card Cologne. We concur.

Branch No. 78, East St. Louis, Ill.

Bottle No. 1. King Toilet, 4 ounce capacity, 5 ounce weight. We decide this to be a toilet and to be so rated.

Bottle No. 2. Tall fluted neck and bottom; 5 to gallon, 25 ounce weight. We decide this is a fancy Cordial. Page 50, Tank List, to govern.

Branch No. 81, Chicago Heights, Ill.

Bottle No. 1. Tall taper Toilet, 8 ounce capacity, 12 ounce weight. Office decided this is a Toilet; approved by conference. We concur.

Bottle No. 2. Taper No. 219, 1 ounce capacity, 2½ ounce weight. Office decided this is a Cologne. We concur.

Bottle No. 3. Taper No. 283, 2 ounce capacity, 4½ ounce weight. Office decided this is a Cologne. We concur.

Bottle No. 4. Simmons Hardware Co., 3 ounce capacity, 5 ounce weight. Office decided this is a flat. We concur.

Branch No. 102, Parkers' Landing, Pa.

Bottle No. 1. 2 ounce capacity, 2¾ ounce weight; made since May conference. Firm claim round Prescription, men claim Cologne. We decide this is a Cologne.

Bottle No. 2. 2½ ounce capacity, 2¾ ounce weight; same contention as to No. 1. We decide this is a Cologne.

Branch No. 110, Cape May Court House, N. J.

Bottle No. 1. Taper, square, 25 ounce capacity, 22 ounce weight. Office decided Taper Gin Bracket is correct. We concur.

Bottle No. 2. Taper, square, 13 ounce capacity, 12 ounce weight. Same as No. 1 Taper Gin Bracket.

WORKING RULES, TANK LIST.

Your Committee make the following recommendations on the working rules in the Tank List:

Rules not noted are approved.

(1) Paragraph D, Section 2: Change to read—All grinding ware shall pay 15 per cent. extra. This shall apply to pressed ring when pressed by blowers.

(2) Paragraph H—To remain as at present.

(3) Paragraph K and L—To remain as at present.

(4) Section 14—Approved with the following changes: That work shall cease at 12 o'clock noon, Saturday throughout entire year.

Strike out last paragraph and insert: When there are a number of competent men at any branch holding regular places and work becomes slack, manufacturers and the committee shall arrange for an equal division of time.

(5) Section 15—Strike out Section 15 and insert: Blowers shall not be permitted to set pots.

(6) Section 16—To remain as at present.

(7) Section 20—We recommend that the words "two weeks," third line Section 20, be stricken out, and "one week" inserted.

(8) Section 22—To remain as at present.

(9) Section 27—To remain as at present.

(10) Section 38—We recommend that the word "less," eleventh line, be stricken out and the word "including" inserted.

(11) Section 42—We recommend that the following words be added: Manufacturers shall select, bring to, and put away from place of work all finishing tools and snaps.

(12) Paragraph J, Section 2—We recommend that the following words be added: Shops making samples shall be allowed one half hour and shall be paid for same.

RULES AND REGULATIONS, COVERED POT LIST.

Your Committee make the following recommendations on the rules and regulations in the Covered Pot List:

(1) Paragraph D, Section 2—We recommend that this rule remain as at present, 15 per cent.

(2) Paragraph H—To remain as at present.

(3) Paragraph K and L—To remain as at present.

(4) Section 14—Approved, with this change: That work shall cease at 12 o'clock noon Saturday throughout the entire year.

Strike out last paragraph and insert: When there are a number of competent men at any branch holding regular places and work becomes slack, manufacturers and the committee shall arrange for an equal division of time.

(5) Section 15—Strike out, and insert: Blowers shall not be permitted to set pots.

(6) Section 16—To remain as at present.

(7) Section 20—We recommend that the words "two weeks," third line, be stricken out and "one week" inserted.

(8) Section 22—To remain as at present.

(9) Section 24—We recommend that the words "ten days," second line, be stricken out and "one week" be inserted.

(10) Section 27—To remain as at present.

(11) Section 38—We recommend that the word "less," eleventh line, be stricken out and the word "including" inserted.

(12) Section 42—We recommend that the following words be added: Manufacturers shall select, bring to, and put away from place of work all finishing tools and snaps.

(13) Section 46—We recommend that this be changed to read: From August 1 to June 25, same as Tank List.

(14) Paragraph J, Section 2—We recommend that the following words be added: Shops making samples shall be allowed one-half hour and shall be paid for same.

BOTH TANK AND POT.

(15) We recommend that all brackets that are now being made at a reduction shall be placed where they were prior to 1908-1909.

(16) We recommend that when the management changes a shop from one place to another such as shifting shops from one furnace to another, etc., the men shall receive at the rate of one dollar per hour for such work.

(17) We recommend that $6.50 per day shall be the minimum wage in the Blown Department.

(18) We recommend that the men shall be paid for all ware bursted or melted and for bad glass, and for all ware destroyed by causes beyond the workmen's control.

(19) We recommend that all flasks and liquor ovals, page 9, be stricken out and placed in the Oval and French Square Brackets.

(20) We recommend that when a journeyman is put on an apprentice shop, finishing, he shall be paid day work at the rate of $6.50 per day until the apprentices are able to make an average day's work.

(21) We recommend that the Wide Mouth List, blown ware tank, and covered pot, remain as at present.

(22) We do not favor the consolidation of the Cologne and Toilet Brackets.

(23) We recommend an increase of ten per cent. for the season of 1921-1922.

(24) We recommend that there shall be no apprentices taken on either tank or pot for the blast of 1921-1922.

REPORT OF MACHINE PRICE LIST COMMITTEE.

To the Officers and Delegates of the Forty-fifth Annual Convention —Greeting:

We beg to submit the follwoing report for your consideration:

Branch No. 9, Baltimore, Md.

Bottle No. 1. Square screw neck, capacity ¼ ounce, weight ½ ounce, opening 25-32 inch, height 1⅞ inches. Owing to the difficulty of making and saving this bottle, we recommend that it pay 18 cents per hundred.

Bottle No. 2. ¼ ounce. This bottle should pay 16 cents per 100.

Bottle No. 3. ½ ounce. This bottle should pay 17 cents per 100.

Bottle No. 4. 1 ounce. This bottle should pay 19 cents per 100.

Branch No. 68, Alexandria, Va.

Bottle No. 1. Tall Olive capacity, 18 ounce, weight 18 ounce, opening, 1¾ inches, height 9¼ inches. May conference decided this bottle should pay 35 cents per 100. We concur.

Branch No. 95, Tarentum, Pa.

Bottle No. 1. ⅕ gallon, Milk, weight 20 ounces, capacity 25 ounces, opening, 1½ inches, height 9 3/16 inches. We recommend this battle pay 40 cents per 100.

Bottle No. 2. ½ pint, Milk, extra weight. We concur in the action of National office, rating this bottle at 27 cents per 100.

GENERAL RULES AND REGULATIONS

On the general rules your Committees respectfully offer these recommendations:

Section 1. Change to read: Men shall work five and one-half days per week on day turn and five nights on night turn.

When working three shifts, work shall begin not earlier than 7 A. M. Monday. Actual working time to be seven and one-half hours per shift with one-half hour for dinner. Work to cease not later than 12 o'clock noon on Saturday. Second and third shifts to work seven and one-half hours, also.

Section 2. Change to read: Eight hours shall constitute a day's work. The starting time shall be left optional to the different branches. Shops shall be considered started when filling up moulds. Work shall cease not later than 12 o'clock noon on Saturday all season.

Section 3. To remain as at present.

Section 4. Change to read: (1) When a machine is not in proper working order or necessary facilities furnished, the operator shall report the same promptly to the factory manager and if the machine is not put in proper working order or necessary facilities furnished within sixty minutes after such notification, the factory manager shall notify the shop to work the machine day work from the expiration of the hour or lay off.

(2) Should manager request men to come back for second turn they should receive pay for first turn on day work basis.

(3) If shop loses sixty minutes or less during the day men are not to be paid for said time lost. If shop loses over sixty minutes during the day men are to be paid for all time lost, including all heating of moulds following necessary stops. Stops of five minutes or less not to be counted.

(4) When shop is on day work and makes better than day work, shop shall receive pay for all ware made over day work.

(5) There shall be full day's pay for day work when working three shifts, the same as when working two shifts.

Sections 5 and 6. To remain as at present.

Section 7. Change to read: All journeymen and apprentices shall be compelled to receive their earnings in full, in cash, every week, and not more than one week's earnings shall remain unpaid when this payment is made. There shall be no deductions made for private accounts or bills against workmen. Apprentices are to be paid their proportion of wages every pay day under the rules. Each firm shall make a cash settlement five days after the fire goes out.

Section 8. We recommend that there shall be no apprentices taken for the blast of 1921-1922.

Sections 9, 10, 11, 12, 13. To remain as at present.

Section 14. Change to read: The following named holidays shall be observed in the United States and Canada: Labor day and night, Thanksgiving day and night, Christmas eve, day and night, New Year's eve, day and night, Decoration day and night, Fourth of July eve, day and night. In Canada, Victoria Day and night, Dominion eve, day and night; or the day set apart when any of the above named holidays fall on Sunday.

Were the eve is not provided for, two shifts shall be worked and work shall cease not later than twelve o'clock midnight.

Sections 15, 16, 17.. To remain as at present.

Section 18. Change to read: When a machine is being operated on two or more kinds of bottles or jars and the weights or prices are different, shops shall receive 10 per cent above highest priced bottle or jar.

Section 19. To remain as at present.

Section 20. Change to read: The right of the manager to hire and discharge employees is acknowledged, but men shall not be discharged without a just cause, and it is understood that when workmen are to be hired they shall be members of the Glass Bottle Blowers' Association.

Section 21. Change to read: On a machine where cut offs are used and but one operator is employed, three operators shall be employed to operate two such machines. Two-thirds of the product shall go to the regular operator; one-third of the product of each machine shall go to the third operator; day work shall be at the rate of $12 per day for each machine, but in no case shall the hour be deducted as per Section 4 on a day work job. Two men shall be allowed to work the machine when there is no idle member competent to fill the place.

Sections 22, 23, 24, 25. To remain as at present.

Section 26. We strongly oppose any change in Section 26.

Section 27. Change to read: Continuous production is agreed to but each operator shall take a vacation of four consecutive weeks, between June 15th and September 1st; time to be arranged between factory committee and superintendent.

Sections 28, 29, 30, 31. To remain as at present.

SPECIAL RULES FOR WIDE MOUTH MACHINE

Section 1. Change to read: "Day work" signifies that journeymen operators and gatherers shall each receive at the rate of $8 per day; but where an apprentice is employed as gatherer, the operator shall receive at the rate of $12 per day; or where but one person is employed on a machine where cut-offs are used, he shall receive at the rate of $12 per day; and in no case shall the hour be deducted as per Section 4 of the General Rules on a day work job.

Sections 2, 3, 4. To remain as at present.

Section 5. Change to read: No one shall be considered an apprentice unless he be given a place to gather. But it is understood that apprentices are allowed to gather for an automatic machine at 10 per cent less than operators net wages; or at the rate of $12 per day for day work, less 10 per cent.

Section 6. Change to read: Apprentices shall be required to serve three consecutive years to the firm at 10 per cent less than net list price, said net list price being 25 per cent less than operators' net list price; or, day work at the rate of $8 per day, less 10 per cent.; said 10 per cent. to be the property of the firm. No loss of time to be charged against the apprentice unless the time so lost can be reasonably attributed to said apprentice.

Sections 7, 8, 9. To remain as at present.

Section 10. Change to read: When an automatic cut-off is put on a machine employing one or more gatherers, until a price is mutually agreed upon between workmen and employer the employer shall pay $8 per day each.

Sections 11 and 12. To remain as at present.

SPECIAL RULES FOR NARROW-MOUTH MACHINE ONLY

Section 1. To remain as at present.

Section 2. Change to read: Day work signifies that operators on a three-men machine receive at the rate of $8 per day; on a two-men machine at the rate of $8 per day; and on a one-man machine at the rate of $12 per day per machine. In no case shall the hour be deducted as per Section 4, General Rules, on a day work job.

Sections 3, 4, 5,6. To remain as at present.

RECOMMENDATIONS FOR NEW RULES

After careful consideration of all resolutions we respectfully offer the following:

That all operators shall receive pay for 75 per cent of all off-ware in excess of 10 per cent of day's production.

We recommend the following change in the one-man machine list:

Over 20 oz. and not exceeding 23 oz., 53c. per gross.
Over 23 oz. and not exceeding 26 oz., 58c. per gross.
Over 26 oz. and not exceeding 31 oz., 63c. per gross.
Over 31 oz. and not exceeding 36 oz., 69c. per gross.
Over 36 oz. and not exceeding 40 oz., 82c. per gross.

Add .02 cents per ounce for each additional ounce over 40 ounces weight to list price.

We recommend that when work becomes slack an equal division of time must be given to all men holding steady places, the way of dividing to be arranged between committee and firm.

We do not concur in the request of the manufacturers for a reduction in the price of quart milks (page 8, Machine List) and recommend the price remain as at present.

After hearing of some abuse of Section 27, General Rules, we recommend that—

When a workman's vacation has been arranged properly, the manager is not to be allowed to change arrangement.

After earnest consideration of the wage question we respectfully submit this:

We strongly oppose any reduction in wages and recommend that the present list shall prevail for the season of 1921 and 1922.

NINTH DAY—Morning Session.

July 20, 1921.

The convention was called to order at 9.30 A. M., President Voll in the chair. Roll call showed all delegates and officers present.

Delegate Most, a member of the Blown Ware Price List Committee, submitted a new section to be added to the report, which he explained was intended to prevent an abuse that had been referred to by several delegates during the discussion on the summer stop, i. e., that of members filling places without having previously taken a vacation as required by rule. The new provision is as follows:

"Members of the blown ware and machine departments shall not be permitted to transfer from one department to the other unless they have fully complied with the conference agreements of the respective departments."

On motion and without discussion this was adopted, by a unanimous vote.

Chairman Griffin announced that the Committee on Vice President's Report had completed their work. The report was thereupon read by Mrs. Elizabeth Malone, secretary. On motion, unanimously agreed to, it was adopted, in this form:

REPORT OF COMMITTEE ON VICE PRESIDENT'S REPORT.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Your Committee consider it a privilege and an honor to review the excellent report of Vice President Maloney, and before referring to the special subjects that merit attention we wish to express hearty approval of his work in general during the past season. We are glad that the association has a man of such honesty and ability to help guide its affairs.

Organization.

We endorse the advice given by our Vice President on this subject. The necessity of organization was never at a more critical point in the history of the world than at the present time. It is our duty to encourage in every way and by all proper means the efforts that are being put forth by our own association and by trade unions wherever located to bring in the unorganized workers and strengthen those that are already organized. We should forget ourselves and if necessary be prepared to sacrifice. As the

Vice President has said, it is only by the exercise of such a spirit that we can secure and enjoy our rights—by deserving them by reason of our own activities, our spirit of service, and by being honest with ourselves and our fellow workers.

Open Shop.

Our Vice President is to be complimented on his comprehensive report on the open shop controversy. We hope that every member of the association will carefully read his report when it appears in the final minutes and consider its valuable and instructive observations, and call attention of others thereto. We agree with him that America means liberty, freedom and good will, and that no one who advocates the open shop can be a loyal American.

Gas City.

In our opinion the situation in Gas City has been handled in an admirable and thorough manner. The work that was done there by the Vice President and those members who assisted him merits both thanks and praise. It was a critical period and the fight they made for union principles was a gallant and forceful one. Though they were subjected to insult and even faced death when promoting the interests of the association they never flinched. We hope the membership will all give heed to the Vice President's advice and try to act in accordance with it. We join with him in extending thanks to all those members who assisted him and particularly to Brother Charles Call, of Marion, for his excellent work in holding the strikers.

Injunctions.

We agree with the Vice President in his remarks on injunctions, especially where he says that "If organized labor is not given a fair chance to assert itself in competition with organized capital, there will be industrial discontent," and "courts are apt to attach too much importance to abstract law and not enough to the human side in questions touching labor." It behooves us as individuals and collectively to use great care in deciding for whom we will vote among candidates for the judiciary and the legislature, because so much depends upon those who make and those who interpret our laws

Final Conferences.

In our opinion all the conferences of our association have been handled with skill and understanding, and we wish to register our approval. We have received late reports from Montreal, Canada and Wheeling, West Virginia, that by the combined efforts of the respective branch presidents and Vice President Maloney all questions have been favorably adjusted.

Jeannette, Pa.

The address given by our Vice President in Jeannette last spring was highly appreciated and enjoyed and was productive of good influences among the members of our association and the American Flint Glass Workers' Union.

Conclusion.

The very pleasing description the Vice President gave of his travels in California we believe was enjoyed by every one in the convention. We feel that all the delegates appreciate his excellent work on the Pacific Coast and elsewhere for the benefit of the association. He has consistently used good judgment and has never betrayed a trust. Judging of the future by what he has done in the past, we have faith that whatever work may be assigned to him will always be accomplished and the interests of the membership safeguarded by him.

Respectfully submitted,

JOHN GRIFFIN, *Chairman*,	Branch 9.
LAWRENCE TYLER,	Branch 26.
EMMETT TEAGARDEN,	Branch 38.
OTTO ITCHEK,	Branch 34.
ELIZABETH MALONE, *Secretary*,	Branch 11.

Delegate Wartenbee, requesting the privilege of the floor, referred to an occasion when he asked Executive Officer McLaughlin this question: "Does a flow worker have to watch two machines and two flows?" saying that he understood President Voll had given a decision to that effect. He had been informed that was a mistake. He also referred to a statement which had been made, charging that delegates from Tarentum had circulated a letter of criticism and had held a caucus on the train on their way to Chattanooga in 1920 and a rump convention in that city during the convention, and otherwise made efforts which would tend to disrupt the organization. He said he had received a letter but it was merely in regard to cheaper railway rates to Chattanooga, and in his opinion the meeting held there on an evening during the convention was legitimate as it was called to discuss wages. He also narrated an instance when a special meeting was called by the Tarentum branch for the purpose of hearing an address by an officer of the association, who afterwards telephoned he couldn't come. "I told Brother McLaughlin," he said, "that we should have a special meeting and talk with the men; the packers are dissatisfied and the blowers are pretty sore; you were at the wage conference and perhaps you can tell them about it and they will quiet down. The meeting was called but afterward Brother McLaughlin telephoned to call it off as he would not be there."

Executive Board Member McLaughlin explained his understanding of the entire affair and said the question put to him, as he understood it, was, if there had not been a statement made or a guarantee given in convention that workers in the factory would receive seventy-seven cents an hour; this he knew was not correct and he said so. He was not able to attend the special branch meeting because he had left Tarentum by that date and gone home.

Delegate Arnold: "The Tarentum delegates didn't send out any circular letter. We sent out invitations to a party. I was there at that meeting in Chattanooga. I didn't hear anything discussed that would tend to disrupt our association. It was a legitimate caucus and not a rump convention. We went there to discuss wages."

President Voll: No, it was not legitimate. The convention is the place provided by law and custom for the discussion of all questions relating to wages. It is a good thing that honest delegates did attend that convention or otherwise this association might have been partially disrupted. That meeting was only a matter of propaganda and should not have been held.

Delegate Wartenbee referred to the fact that several remarks he had made in convention did not appear in the minutes. Secretary Jenkins replied, "It is impossible to put everything that is said on the floor in the daily minutes, and it would take up entirely too much space if everything were printed; but the important things are always in the minutes, such as a ruling of the Chair, or a special statement made by a delegate, or a question and the decision of the Chair thereon; all motions and the result of every vote—everything which indicates the action of the convention and everything of vital importance always goes into the minutes."

Official Expense Accounts

Secretary Jenkins, asking the privilege of making a statement, said: "I have heard since I came here that some delegates say they did not know, or their branches did not know, that there is an itemized expense account issued by the national office which shows, down to a penny, the expense account of every officer of the association. That is issued yearly and enough copies are printed to furnish each member with one. It could not be issued monthly on account of the expense of printing. I have at my desk now copies of those expense accounts covering the period from 1909 to 1920 inclusive and they are open to the inspection of anyone who may wish to refer to them.

Another question which has been asked me, he said, is whether the officers paid trade assessments? I wish to explain that every officer of this association pays his trade assessment, special and otherwise, on all the money he draws, the same as any man in the factory. I do not know whether any of the officers have receipts here or not but I have my last card which was issued in 1919, and it is filled up on both sides with the regular trade and death, as well as special assessments.

Whether these questions were asked for a particular purpose or not I do not know, but I feel that this information should be given. I know that President Voll, Vice President Maloney and Treasurer Halton have paid all their assessments. I know that Executive Member Connolly pays his because he is the only man in Branch 12 who pays assessments; and I know that Executive Member Muhleman pays his assessment for I have sent the money for him to his branch on several occasions. The others can answer for themselves. But every man who is an officer of this association pays his assessments to the trade and in the death beneficiary department, the same as any other member.

REPORT OF LAW COMMITTEE.

Discussion.

Chairman Adams announced that the Law Committee had made its findings on all questions submitted to it, and the report was thereupon read by Delegate Gillmaster.

Interesting discussion was had on much of the Committee's report. On the adverse finding on a suggestion from Branch 7 to amend that part of the constitution fixing the representation in the annual convention by making it "fifty and two-thirds of fifty," Delegate Barber urged the adoption of the resolution from Millville, saying that he thought a smaller group of delegates which it would provide would transact the business of the convention and that if branches sent their full quota it would make the convention unduly large.

Chairman Adams explained that there would be danger in reducing the number of delegates from some branches to a degree where they would not have adequate representation.

Delegate Mutchler said that if the proposed amendment were in effect Branch 26, with its two departments, would not be entitled to more than one delegate, which would not be a fair apportionment.

President Voll said he favored the report of the committee, by which the present law remains in force, but added: "I do believe the time has come, however, when some change in the basis of representation will have to be made. Possibly that might be on the order of the American Federation of Labor. There is a branch at Millville which has over one thousand members and would be entitled to thirty-five delegates on the present basis, if it cared to send that many. In the American Federation of Labor to the miners', carpenters' and machinists' organizations, which are very large, they allow so many votes for a certain number of members and so many more for a higher number, and this is done to bring about equalization in the convention between large and small unions. I think it can be worked out here in a way that will be mutually satisfactory."

Motion being put, the recommendation of the committee was adopted.

The Law Committee reported adversely on an amendment from Branch 7, and recommended this addition to Section 1 of Article XII:

Members of the Glass Bottle Blowers' Association who secure work in the Glass Factory Employees Department shall pay dues and assessments to the branch under whose jurisdiction they are working.

Motion was offered to adopt. Mrs. Malone urged that the amendment from Branch 7 should be adopted. "I am secretary," she said, "of Branch 11, which brought this in. It is a large branch and our monthly dues are small. There are a great many workers who come into the department and work for a longer or shorter time and they do not pay any dues to the branch, although they do pay assessments. We feel that the man who works in the department ought to pay his monthly dues. They are small, averaging about fifteen cents per month, and it is the sentiment of the branch that the men who work there ought to pay their monthly dues and assessments—they should pay them to the branch under whose jurisdiction they are working."

This was also advocated by Delegate Reed, who said: "We think a branch ought to have the benefit of dues from the men who are working under it." Chairman Adams said the committee thoroughly approved of that idea and the amendment so provides.

Delegate Dall, referring to the provision that members "shall pay dues and assessments to the branch under whose jurisdiction they are working," said, "They should pay dues but members do not have to take their cards out of their own branch. Every man in Branch 9 pays dues there unless he has a withdrawal or exemption card, but under this proposed rule if he went to work on the flow or in the packing department and wanted to retain his membership in Branch 9, he would have to pay dues there and to the branch of the special department also. If he went to a department and worked steadily, he should take his card to the other branch, but if he only went temporarily he ought not to be obliged to do that, he ought not to have to pay dues twice. I think the committee should make provision that if a man goes from one department to another he should transfer his card."

Delegate Bell of Branch 80, Baltimore, said: "I had the situation which the amendment is intended to cover to contend with during three years and the men felt that a rule of this kind was greatly needed. We have blowers working in our department who pay their dues in another branch but they pay their trade assessments to us. Finally Branch 9 decided it was better to give them a withdrawal card so they could come into Branch 80, where they are earning their living. The result of this has been that it very definitely promoted a feeling of good-fellowship among the men in the Branch.

In answer to a question by Delegate Hann, Mrs. Malone explained that, as she understood, the amendment proposed by Branch 7 had been acted on by the Law Committee in connection with another from Branch 11 on the same subject. She then explained in detail the system in operation in Branch 11 and expressed the opinion that the adoption of the committee's report would be in the interest of harmony and fairness.

Vice President Maloney approved of the committee's amendment as "a good one, in the interest of equity. Our industry is becoming more complex and changes will be made as the years go on and we will have to meet them. When a man is working in a certain department, there is where he ought to pay his dues and assessments. There is no rule to prevent him from taking his card from one department and placing it in the other, where he is at work."

The general subject was also discussed by Delegate Brophy, who explained the system of payment of dues and assessments adopted in Branch 3 and Branch 23 of Streator, and said that it had worked out very well.

Delegate Warren, of the Law Committee, said that the feeling of the Millville Branch, as explained, was that when blowers came into the packers' department and worked there, the branch was entitled to the benefit of their regular dues, which were only about fifteen cents a month; those who came in had paid assessments but if they were steadily employed then they ought to pay their dues there also.

There were repeated calls for the question, and debate having closed, the motion to concur in the report of the Law Committee was unanimously agreed to.

On a resolution from Branch 9, that where there are two or three departments in the same branch, with ten or more members, each department shall be represented in convention, the Law Committee reported adversely and recommended that all questions of this nature should be settled locally. Motion was offered and seconded to concur.

In the discussion which followed, Delegates Fody and Dall each took an active part and explained that Branch 9 was made up of blowers, who were in the majority, and machine men and stopper grinders. There was a general sentiment among the membership that each department ought to be represented in convention but it had not always worked out that way. At present there is what might be termed a gentlemen's agreement in the branch and each department has one representative in this convention. In their opinion if a rule were adopted which would secure for each department the unquestioned right of representation in the annual convention, it would go a great way toward promoting harmony and general content. A similar gentlemen's agreement also prevailed in Millville.

Delegate Fody added: If this convention says that a gentlemen's agreement shall stick, all parties concerned in Branch 9 will stick to that. In other words, let it be a certainty that the man elected under that gentlemen's agreement, whereby each department shall have a representative, in a certain ratio of delegates each department having at least one, even though he may not have received a majority of the votes cast, will be legally elected. Now the question is, can we be assured that the men thus elected under that agreement will be considered legally elected?

President Voll said: "I will give my opinion, if it meets with the approval of the delegates, it will be the decision of the Chair that where the membership of a branch enter into a gentlemen's agreement to give each department representation, an election held thereunder will be a legal election. And if a branch should repudiate such an agreement without taking proper steps to do so by formally repealing its action, the Chair would certainly rule it out of order and decide that the departments were entitled to representation by their elected delegates."

This decision was received with applause. Motion was offered that the convention go on record as ratifying and adopting this interpretation by President Voll, and it was agreed to by a unanimous vote.

Delegate Guthrie said: "I am in favor of this and think every department should be represented, but how about a branch that is only entitled to one delegate and has three departments?"

President Voll replied: "Then the candidate receiving the highest number of votes would be the delegate."

Delegate Barber said: "Branch 7 decided to send eight blowers, one machine man and one stopper grinder as delegates to this convention. The blowers are in the majority in the branch. Now if on the election there had been more than eight candidates among the blowers and each one had received a higher vote than the candidates from the other department, only eight blowers would be declared elected because the other department must be represented also.

Delegate Speake approved of the decision but asked to have this point made clear: If next year a question should arise and some individual protest against the seating of a delegate because he had not received the highest number of votes cast in the branch election, would that delegate be declared legally elected and be seated, under the decision the Chair has just made, in spite of the fact that he did not have the highest number of votes?

President Voll replied: No. Our constitution covers those points; but here is an agreement between honorable men and when an agreement is thus entered into the Chair would decide that a man who then protests would not be covered by the constitution.

Delegate Gaffney: We have a number of blowers in Branch 81 who are pressing stoppers; would they be entitled to represent the branch?

President Voll: That is largely a matter for your branch to determine. If you think it is in accordance with the motion which has been adopted, yes.

Delegate Graham: Does that mean that each department would be represented?

President Voll: No. That is local, but if you enter into an agreement among yourselves that each department must be represented in the convention, you cannot then repudiate it.

Delegate Gahan: Some branches don't make any gentlemen's agreement.

President Voll: That is optional. They don't have to make an agreement.

Delegate Graham: I think we ought to go on record that each department must be represented.

Secretary Gilmaster explained the Law Committee did not so provide because in some localities there might be only three or four members in a department and none of them able to act as a representative.

Delegate Miller: The convention has gone on record, but is there any assurance that we can get a gentleman's agreement, or that a branch will stand by it, or that the members will stand by it, whether the branch does or not? Would Branch 9 give us another gentleman's agreement? We have thirty or forty machine workers and forty-five or more stopper grinders, and as stated before, there have been occasions when they were not represented in convention. I would be in favor of this proposal if there were any assurance that the agreement would be made.

President Voll: Do not question that until you are up against it. The chair has always found blowers and machine workers to be fair. It seems to me that delegates having heard the debate and the decision of the Chair will report the result to their branches, and then you could get such an agreement, but I do not think you could get it if this convention were to undertake to force it.

Delegate Fody said: To make that clear, the Baltimore delegates are going to vote against the substitute offered by the committee. We cannot give any assurance that there will be a gentleman's agreement. The only way seems to be to vote down the committee's report and substitute the original resolution from Branch 9.

Delegate Dall: Under the adoption of the resolution on the gentleman's agreement, would the Chair sustain Branch 9 or any other branch if they would pass a law that members in each department should vote for their own representatives.

President Voll: No, sir. These are matters of local regulation. This subject of representation has been debated many times in our conventions and it has always been thought better not to make a drastic law. The spirit of the motion adopted would have a tendency to bring members in the different departments into closer harmony. That is the only way we can succeed in functioning. If members of branches will come together just as we do here and discuss these matters and try to reach a solution, it will be of great benefit. The plan suggested has worked successfully in a number of places. And it is by going about a thing in a spirit of harmony and willingness to make concessions that problems are satisfactorily worked out.

After brief comment by Delegates Speake and Wartenbee the report of the committee was adopted. Branch 9 asked to be recorded as voting "No."

MEMBERSHIP IN DEATH BENEFICIARY DEPARTMENT.

On the recommendation of Branch 24, Newark, that membership in the death beneficiary department should be optional on the part of the Glass Factory Employees' Department instead of obligatory, the Law Committee reported adversely and expressed the opinion that membership should be obligatory. Motion was offered and seconded to concur.

Delegate Dolan said: As Branch 24, of which I am a member, introduced this I feel it is my duty to give our reasons. In the convention last year it was stated that no drastic action had ever been taken on the law. The present rule requires that it shall be obligatory on the part of members of the Glass Factory Employees' Department to participate in the death benefits. There are a good many things to be considered. What would happen to our chances of further organization of the Owens Automatic if this law had been enforced during the past season; or if we are compelled to enforce it the coming season? Some delegates may say we have progressed by living up to the laws of the association and that it has given us a better standing with manufacturers; and to a great extent that is correct, but on this particular law I feel it would be wrong to enforce it. Every time you go into the office and demand that a man's card be taken down because he fails to live up to this law, no matter if you are justified in doing it, it has a tendency to weaken the cause and to give opportunity for the manufacturer to say, We can invoke the open shop here any time we are ready.

As I see it, it is advisable to repeal the obligatory feature and make membership in the Death Beneficiary Department optional, at least until we have secured more of the automatic plants or until such time as the glass factory employees are in position to better understand the aims and advantages of the death benefit plan. In my opinion, it would not be wise to take drastic action in the enforcement of the present rule because that would have a tendency to make the work of reorganization on the automatic more difficult. If the amendment offered by Branch 24 is adopted and the rule made optional, members of Branch 24 will gladly do their part in carrying on a campaign of education, so that by the next convention, instead of having fifty members in the death beneficiary department, we will have at least one hundred or one hundred and fifty. We can get them by peaceful measures, which will be far better than making it obligatory.

I hope the delegates will consider some of these points and agree that the best plan of procedure for the present at least is to make the membership optional with the glass factory employees. We are trying to be in position to carry on the affairs of the organization. We had a lot of young men in our branch, then came the war and a good many enlisted; they came back and went to work and now the slump comes along. If you enforce this rule and make membership obligatory, how can we educate our men?

Delegate Edw. Warren of the Law Committee said: Representatives of Branch 24 came before us and the only objection seemed to be they didn't like to be forced to do something. Now we know we have members who would not pay dues if they were not forced to, yet they admit that the benefits provided by the association make the cheapest and best insurance in the world. We do not think any one is justified in objecting simply because it is obligatory to join.

Delegate Brophy was in favor of the committee's report and thought every one should be obliged to join the beneficiary department. He also spoke of conditions in Streator.

President Voll: What Delegates Dolan and Brophy said is true. Quite a number at Streator and Newark have refused to pay death assessments. It is also true that the association is not in position to force them to do so. It is also true that not all of Branch 11 are doing so, but the idea is to have it compulsory on each and every member alike in the association so they will by and by through education recognize their obligation. On the other hand, there may come a time, as we hope, and we believe it will come, when by agreement with the firms employing these men and women in the glass factory employers' department and through better understanding in the industry and among manufacturers, members will be compelled to pay their death benefits; but that time has not yet arrived, and we may not get it in a year or two or three. We have some things in mind that we may speak of later. I hope to see the time in the glass industry when every man and woman around a glass plant will be organized and employers will be as much interested to see that the organization is working in harmony and with discipline among its members as your officers are. That is the final outcome to which we are looking forward.

Educational laws which are on the statute books of a great many of our states are making a wonderful change in the minds of people toward organized labor and its disposition on social and economic questions; each year boys and girls whose parents can afford it are going to school longer, and that has its effect. A number of employers are beginning to realize that stability of industry depends on co-operation between men and women and employers; universities and colleges have taken that position and are doing intensive work along that line.

Too often the trouble is with the men; hand them something on a silver platter and they will accept it; but if you ask them to contribute or to make a sacrifice for the thing which is on the silver platter, they are dissatisfied.

Men are under obligations and in honor bound to this association and ought to pay these benefits. True, we have not the power to force them to do so; but they have received a great benefit from the association and the insurance is an excellent thing and protects a man's family and gives them an opportunity to at least look around before the wolf comes to the door. Then too a lot of men are selfish, and sometimes the home environment is not favorable and objection is made to paying out money to a labor union. Then there are some men, I am sorry to say, and they are not all foreigners, but those of American ancestry as well, who seem to think that when an organization has been built up and they have had the benefit of it there is no need to try to keep it up and they accept the advantage and make no contribution to its progress.

Delegate Koebert asked: Does that mean that when we go home if a member does not pay his assessment we cannot suspend him?

President Voll: Where you have that power, you can suspend, yes, indeed; that is to be enforced. But in branches like Nos. 11, 23, 87 and some of those others where we have not established hard and fast jurisdiction we are not, as I said before, in position to compel members. Bnt where you have power you can suspend a member if he does not pay his assessment, where we have jurisdiction over the branch.

Delegate Reed asked: Am I to understand that if members do not pay their death assessments the branch must pay it out of its treasury? President Voll answered: Special laws are made for branches of that character. They only pay 15 cents dues, which I think are too low, but that is a matter for the branch to decide; and until we can get those branches started and on a good footing we will simply have to do the best we can. We did that when the Glass Bottle Blowers' Association first started; it was crude in its beginning and when it first began to function but it has made splendid progress.

Delegate Shaw asked if a branch had power to suspend a member who said he would not pay death assessments. President Voll replied: It would be policy to first see, if death assessments were not paid, whether that man is going to pay or if he were merely talking. I think there will be little or no violation of the law.

Delegate Bell asked: Have we power to suspend that man? President Voll replied, Yes. I think in the agreement between our association and the office and the firm we have done some things and we are in a position to accomplish more.

Delegate Albert Moore asked: Don't you think, Mr. President, a man ought to submit to a physical examination before the death benefit is extended to him? I think it is a good thing, but there is a risk that it might be taken advantage of.

President Voll: Yes. A man cannot join if he is sick. But this department was created as a fraternal insurance for the benefit of men in the glass bottle industry and their families. The Chair sees where there may be risk and abuse with new members coming in, and where we can we are giving decisions which we hope the convention will sustain. This insurance was created not for the purpose of making anything out of it but to take care of men in the glass bottle industry.

Secretary Jenkins said: Thirty years ago this department came into being. At that time subsbcriptions were continually taken up in the trade to provide a proper burial for men who were unfortunate enough to have left nothing behind them. The death beneficiary department was instituted for that purpose. I have been a member ever since its inception, and I have not quite paid in two hundred dollars in thirty years. Now where is there any insurance in the world which equals that? In all that time membership was compulsory. Whenever a man was initiated he automatically became a member. But since the introduction of the machine the scope of our association has been widened. Although we are still working under a constitution and laws which were enacted thirty years ago we have adopted certain other provisions especially to cover new cases and new conditions. They will never be perfect so long as changes are going on, and common sense and good judgment must always be used. I have seen a man come into our branch, No. 2, at Alton, on Saturday night, be initiated and die the next day, and five hundred dollars would be paid to his heirs or for his funeral expenses. There is nothing wrong in that. Any man who was afflicted with tuberculosis or any other disease and has served his time and came out was entitled to the benefit whether he paid a nickle or not. We have a number of cases of that kind on record.

I want to say further that all the expense entailed in the operation of this department comes out of the general fund. Not a cent of the money paid in death assessments is used for any other purpose than to pay the benefits. Usually enough accumulates in the way of interest to take care of printing and postal cards. Look at some of the large insurance companies which have millions invested in great buildings and pay salaries of seventy-five to one hundred thousand dollars a year to men who are merely presidents. Those who are insured in that company have to pay that money. I defy any man to say that he can get a thousand dollars insurance for double the amount you pay in this department of our association.

We recognize that there are a great number of unorganized, unskilled, undisciplined men coming in who have to be educated. Branch 11 has done wonderfully well. Look at my report given the other day. No doubt they have their trials but they will all work out. You will see a great many death assessments paid. Look at the branches that are carried on by a few men and women who are doing no work at the trade. There is a regulation which provides that after a certain number of days everybody must join this beneficiary department. Where you have a regular packer branch, or the packer is in with the blower and the machine worker, you have force to make that member of the glass employees department pay, but where you have a mixed branch, where the labor turn-over is terrific, it is hard to enforce that rule. Therefore it is necessary to exercise good judgment and reason along with the rule.

Delegate Moruney: In Branch 87 we have had the same experiences that have been spoken of here and before we left our membership had gone to fifty-two.

Delegate Guthrie described methods of collecting assessments in Branch 60 and said the branch was assessed according to its membership. If a few members don't pay then the branch has to pay the assessment. When the treasury gets low it is hard to continue to pay that. I approve the committee's report. If a man stays in the beneficiary department only a month it is worth the small amount of the assessment, which in our branch has been only forty cents.

Delegate Dall: From the 1st of June, 1920, to the 31st of May, 1921, we paid in Branch 9 four dollars and sixty cents per member. Where can you pay four dollars and sixty cents per year and get five hundred dollars at death? It does not amount to nine cents a week. The year previous I think we paid four dollars and forty cents. The only time we had to pay a heavier assessment was during the three months of the influenza. I am in favor of the rule of the association.

Delegate Bott spoke of a law in Indiana whereby a person dying without an estate or insurance would not be buried by the city or county. He approved of the committee's report and of the method prevailing in the association.

Delegate Tyler said: There has been a good bit of discussion among branches in regard to the protection given by our organization, and yet some object to these assessments, although the death benefits are for the protection of all our members and are a good thing. Some members have objected to the one hundred and seventy-five thousand dollars spent in the West, but I was talking to an officer of one of the building trades and when I told him we had spent that much he said, "What good would that do you if you won the strike?" I said that we would have twelve or fifteen hundred more members. He seemed to think that was not at all a large amount to expend in the interests of the organization and that we should have spent a good deal more. The trouble is that all our members have not been educated to the advantage and necessity of a large treasury; the Flints have over six hundred thousand dollars in their's and the Window Glass Workers, who have not worked for some time, carry about the same amount.

Secretary Dolan said: It has been stated here that it is impossible to enforce the present law; now if the report of the committee is approved, I have wondered if there is any way by which enforcement of it can be postponed in the interests of the men who are not yet enthusiastic and do not realize the benefits that have been brought out by the delegates here; and is it a good thing to have a law on the books which is not enforced? Is there any way, Mr. President, by which it can be postponed?

President Voll replied: No. The Chair knows there are certain men who have been members of the organization for years who are trying to get out of paying their death assessments and some of them are old blowers, but the rules must be upheld.

The question being called for, debate closed. The motion to concur in the report of the committee which made membership in the death beneficiary department obligatory, was put and was carried by a large majority.

That part of the report disapproving of an amendment from Branch 101 to Section 12 of the Appendix, was on motion and without discussion adopted. The committee did not approve an amendment from Branch 5, St. Louis, to Section 12 of the Death Beneficiary Rules, which provided that on the death of a member sixty years old who held a withdrawal card and was in good standing, accrued death assessments should not be deducted from his benefits. On motion, this adverse finding was adopted:

Delegate Koebert remarked: Some of the older men may not have enough benefits to cover burial expenses. Secretary Jenkins said: I do not see how that could happen. In 1908 we had a lawsuit because of some discrepancy, but those certificates were destroyed and new ones ordered filed. There is not one on file in the office older than 1908.

Delegate Koebert suggested it might be advisable to keep a double checking account of death assessments as they are paid; it might save thousands of dollars in that department. He illustrated this by a hypothetical case, showing how the double-check system might be worked out, and said by that system you would stop leaks in that department. To this Secretary Jenkins replied: There are no leaks in that department. We have relied on the honesty and integrity of the officers of the association and the branches, and there has never been a case when a branch secretary fell down. It is not a rare occurrence that men who are exempt die but in every instance so far as I can recall the money for their accrued assessments came back to the association. I could not conceive of members of the association being crooked in that regard.

Vice President Maloney, in a forceful brief address, said: "I agree with the spirit of much that has been said on the subject of death benefits and the desirability of all members paying their assessments, and I also appreciate the spirit of the discussion; but we have come to a point in the beneficiary department where we must be very careful about the legislation we adopt and above all else we must not interfere with the permanent strength of its financial foundation. A good many fraternal organizations have gone out of existence because their foundations were not sufficiently strong. When they were first formed most of the members were about the same age, all comparatively young; as the years went by new members were not brought in and after awhile the original members began to die, and rapidly, which made a heavy drain on the treasury. The result was that in all those organizations the longer they were in existence the higher the assessments—they were doubled, tripled, even six times higher than at first. But in our association the history has been just the opposite. The subject of taking care of the old member and relieving him as far as possible from assessments has been discussed in many of our conventions; it is a commendable virtue to take care of the older men, and from time to time efforts were made to devise a plan whereby that could be done without weakening the beneficiary department itself. Finally, I think it was in the Detroit convention, some of the delegates said to me, 'we would like to do something to relieve the old men from paying assessments; can't you write a resolution? I wrote one and it was adopted unanimously with the exception of the change of one word which did not alter the spirit, and that rule has been in the department ever since. Now the spirit back of this resolution from Branch 5 is admirable, but unless that department is kept on a sound financial basis it will go into bankruptcy, and much as we would like to relieve a member from payment of assessments after he becomes sixty years of age, it would not be wise to try to do so.

"I have no fears concerning the question which you were discussing a while ago, whether it should be optional or obligatory upon the members to join, because I know it will work out all right. We must expect some little difficulties as we go along and some differences of opinion. If we were to settle those in advance there would be no progress. Trouble means progress and that you will move forward. The death beneficiary system of our association has done a wonderful amount of good. I wish you might have seen a case that came to my observation not so long ago, when a poor old lady and her daughter came into the national office. Her son had died after a three days' illness and she was practically destitute and came to see about his death benefits. We found that he was clear on the books and the five hundred dollars were of enormous value to her and her family. There is not a cheaper insurance on earth and every penny paid in goes to the man's family or heirs. As I say, I appreciate the spirit of this resolution and would be glad if we could put it into effect but it is not possible. We must protect the beneficiary department. It is our duty to do so in the interest of our members."

Delegate Barber heartily approved of the report of the committee. Having had charge of that part of the work in Branch 7 he was very familiar with it. Since old men have been exempt from assessments the largest amount to be deducted was sixty-one dollars and seventy cents. There are some men in that class who are worth quite a lot of money, twenty to thirty thousand dollars, and they can well take care of their assessments and in the case of an old man who is down and out, a branch could take care of him. We have had men sixty years old who went back to blowing and thought they didn't need to pay their assessments but I insisted that they should. I send the money in to the national office and the auditors go over my books. On the death of a member who was exempt the branch receives the money, the assessments are remitted to the office, and an accurate record in every detail is kept of it.

Chairman Adams said the Law Committee tried to do the best possible to meet the desires of the delegates whose branches had sent in resolutions, and to protect old members and to also protect the beneficiary department, and after a fair and careful consideration and hearing all the arguments that were presented they felt obliged in the interest of the association to report adversely on the resolution from Branch 5.

The motion was then put and the adverse finding of the committee concurred in.

The committee presented an amendment to Section 7, which, as Secretary Gilmaster explained, means, "death assessments shall be paid during the first six months of a year and during the remaining six months none shall be paid unless the surplus goes under fifty thousand dollars. It was fifteen thousand dollars and we recommended in the convention of 1920 that it should be raised to fifty thousand dollars, and that was held over for action until this year."

On motion, the amendment was adopted. Delegates Carll and Most of Branch 8 asked to be recorded as voting No.

INSTRUCTED DELEGATES.

President Voll said he would like to interject a remark at this point, which was not at all in the nature of a criticism but he thought it was an opportune time to say that there was an idea apparently among some of the delegates that when a resolution was sent by the branch they represented it was their duty to support it all the way through, without regard to the action of the convention. There was a spirit of loyalty to the branch in that, but might not a spirit of loyalty to the association justify a man in feeling that when he had supported a resolution and heard it discussed and given heed to the arguments against it, but it was not approved, then it was well to uphold the action of the convention? This is a deliberative body and takes broad views and considers the best interests of the greater number; local conditions may be aggravating and a resolution that would be applicable to them might not be of universal application and the situation should be dealt with locally. After you have heard your brothers express their opinion, if you personally feel that the resolution would not be to the best interests of the association, then you are voting against its best interests by supporting your branch. The greatest detriment the labor movement has ever had, beginning with its history in England, is the instructed delegate. That system has caused more trouble in local and national labor organizations than anything else and it has retarded complete understanding between employer and employee, and the confidence and co-operation which otherwise could be developed.

Understand, I am not saying this as a criticism but as a warning, and I trust you will think of it that way. Talk about it—that is the principle of the instructed delegate, when you return to your branches, and talk about it again when resolutions are brought up, and think about it when resolutions are presented which you personally might not fully agree with but which have been adopted by a majority. Sometimes delegates come from branches where they are in the minority and do not favor a resolution which has been adopted, but they feel that if they do not support it in convention they are going contrary to the instructions of their branch and would be defeated another time as a delegate. There is danger in that feeling of being bound by instructions; delegates want to be loyal to their branch, but I wish you would all take up this thought, that you come here to do the best you can for the entire association and to use your best judgment on the information you get here, harmonized with the laws of the organization. We are forming a good many new departments and starting on our reorganization work, and would it not be better to give the delegates the privilege of using discretion after they hear arguments and to vote as they see fit."

Secretary Dall: I was opposed to that resolution about which I asked to be recorded as voting no when it was in Branch 9, but our branch sent us here instructed to vote for it as it was printed in the amendments, and I don't think I would be a man if I would come here to represent the branch and not carry out their instructions. If I couldn't do that I should have resigned. I don't believe delegates ought to be hidebound. I came here with a deep seated conviction on the consolidation of the toilet and cologne bracket. I think I can say without any egotism that I offered something concrete on that subject in the branch, but when I heard the arguments in the convention I thought the consolidated list as I offered it would work a hardship on the trade in general and I voted to report that we did not approve of the consolidation of the two lists. I don't come here to vote like an automation but to use my best efforts in the interest of all.

President Voll: I don't find any fault with Branch 9 but I simply thought this was an opportune time to sound a note of warning and to ask the delegates here to try to help educate the men back home to be careful about instructing their delegates.

Delegate Guthrie: Our delegates were not instructed and I think when resolutions are discussed in the branch if you are opposed to them, then is the time to say so. They are discussed before the election of delegates and if you don't approve them and say so, the branch knows just where you stand and the position you are expected to take in the convention.

Delegate Steelman: What is the reason for the change, in this amendment, in the surplus from fifteen thousand dollars to fifty thousand dollars?

Secretary Jenkins replied: Delegate Steelman has asked that question and I think in justice every delegate here should know, if he does not already, how that came about and the reasons for it, and if I may be permitted I would like to state them, briefly. That provision to increase the surplus was advocated in the 1920 convention. President Voll had advised in his annual report that some change should be made to further safeguard this department. After discussion it was agreed to postpone definite action until the next convention, which is now, and in the meantime the trade was to be given the information we had submitted to the convention. That letter was sent out in the spring, I think every branch got two copies of it, and it fully explained the plan, which is summarized in this amendment. Whatever money remains over will remain in the treasury until it reaches the surplus of fifty thousand dollars. If I had my way I would make it one hundred thousand dollars. It will take a number of years to reach that amount.

It is provided that assessments shall be paid during the first six months of the year to be used in payment of death claims during the last six months, and whatever balance is left shall be kept on deposit until we have the fifty thousand dollars.

I have also in mind that as the organization grows, under reorganization plans, the assessment can be reduced to full rate five cents a member and two and one-half cents for a half-rate. I don't see why it can't be done. The assessment may be higher as the membership increases but it has not increased much. The more safeguards you throw around that department and the greater the amount you have in your reserve fund, the better it will function in the future.

The question being called for, the amendment to Section 7 was adopted unanimously.

On an amendment proposed by the committee fixing a time at which amendments should be sent to the national office and providing that bottles for the conference should be sent in before April 15, Secretary Jenkins remarked that heretofore no time had been set for resolutions or for bottles which are to be sent to the conference and that some had been received as late as the second day of the conference, in May. This gave no opportunity for examination of them, and they ought to be in so that workmen and manufacturers could not only see the bottles but have copies of the resolutions. This amendment provides that all rules and bottles to be submitted to the May conference must be in the National Office not later than April 15th.

On motion, the amendment was adopted unanimously.

The committee reported adversely on a recommendation from Branch 55, McDonald, Pa., that the laws governing the death beneficiary department should be changed to provide that on the death of a member in good standing his beneficiary shall receive one thousand dollars and the assessment be increased to fifteen cents. On motion, and without discussion, the finding of the committee was approved and the resolution was rejected.

The report of the Law Committee was then adopted as a whole. With the action taken on the individual sections, it is as follows:

REPORT OF THE LAW COMMITTEE.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

We, your Law Committee, having considered the amendments to the constitution and by-laws offered by branches, respectfully submit our report thereon for your earnest consideration.

On the amendment from Branch 5, St. Louis, that when the funds in the treasury amount to two hundred thousand dollars or over, the assessment shall be reduced to one per cent., which shall be collected monthly and continued as the regular assessment, your committee reports adversely. (Concurred in).

On the suggestion from Branch 7, Millville, to amend Section 4 of Article II of the constitution relating to representation in convention by striking out "thirty and two-thirds of thirty" and inserting "fifty and two-thirds of fifty," we report adversely. (Concurred in).

We also report adversely on the amendment proposed by Branch 7 to Section 1 of Article XI. We recommend that this provision be added to Section 1 of Article XI: Members of the Glass Bottle Blowers' Association who secure work in the Glass Factory Employees Department shall pay dues and assessments to the branch under whose jurisdiction they are working. (Adopted).

On the proposal of Branch 9, Baltimore, to amend Section 5 of Article II so as to provide that each department of a branch having ten or more members shall be represented in convention, if the branch sends enough delegates to cover each department, we report adversely, and recommend that questions of this nature should be settled locally between the office and the branches. (Concurred in).

On the recommendation of Branch 24, Newark, to change the work "obligatory" in Section 2 of Appendix to "optional," thus making it optional with glass factory employees to join the death beneficiary department, we report adversely. In our opinion it should be obligatory. (Concurred in).

On amendment from Branch 101, Coshocton, to Section 12 of the Appendix, which would provide that a member fifty-five years old who had taken an exemption card, would be relieved from payment of death assessments, the committee reports adversely. We think it better that the section remain as it is. (Concurred in).

On amendment from Branch 5, St. Louis, to Section 12 of the Appendix, which provides that accrued assessments shall not be deducted from the benefits on the death of a member over sixty years of age, in good standing, we report adversely and recommend that the law remain as it is. (Concurred in).

On recommendation of Branch 55, McDonald, Pa., that the laws governing the Death Beneficiary Department be changed to provide that upon the death of a member in good standing in the association, the beneficiary shall receive one thousand dollars and the assessment be raised to fifteen cents, we report adversely. (Concurred in).

Your committee recommends that Section 7 of the Death Beneficiary Department be amended as follows:

Section 7. The accumulations over and above the payment of a death claim arising from the assessment levied, shall be kept on deposit by the General Treasurer, and such surplus accruing during the season, from the first day of January to the thirtieth day of June, after payment of all death claims, shall remain on deposit with the General Treasurer, and said surplus shall be used for the purpose of paying death claims during July, August, September, October, November and December, and should there be any surplus remaining on the first of January, no further assessments shall be levied until such surplus is reduced to fifty thousand dollars ($50,000). (Adopted).

Your committee recommends that Section 2 of Article XII be amended to read:

The constitution may not be altered or amended except in the annual convention. Proposed changes in the constitution and by-laws must be sent to the national office not later than April 15th. The president shall notify all branches that such proposed changes are to be acted on in the annual convention. If such amendments receive a two-thirds vote of the delegates in convention they shall then become a part of the law of the association. (Adopted).

All bottles and notices of all business to be considered in the preliminary conference and annual convention shall likewise be sent to the national office not later than April 15th. (Adopted).

Respectfully submitted,

JOHN ADAMS, *Chairman,*	Branch 7.
WILLIAM H. RAY,	Branch 54.
THOMAS E. MUTCHLER,	Branch 26.
EDWARD WARREN,	Branch 18.
JOSEPH GILMASTER, *Secretary,*	Branch 5.

Convention adjourned to 1.30 P. M., same day.

NINTH DAY—Afternoon Session.

July 20, 1921.

The convention was called to order at 1.30 P. M., Vice President Maloney in the Chair. Roll call showed all delegates and officers present. The conductors announced that during the entire convention no one had been late. This is a remarkable record for any convention.

President Voll stated that the fraternal delegates to the convention of the American Federation of Labor, namely, Delegates Fody and Hohmeyer and himself, had prepared a report which they had agreed should be read by Delegate Fody. This was a very interesting review of the most important events in the proceedings, and Delegate Fody from time to time added interesting comments on the resolutions and action of the convention. On conclusion, motion was offered and adopted to include the report in the final minutes of this convention. They will therefore appear at the close of the minutes.

Chairman Barber announced that the Committee on Appeals and Grievances had finished their work and were ready to report. Secretary Colin then read the several cases on which the committee had taken action and in each instance, on motion, their action was approved. The claim of Albert B. Valentine against

Mr. John Rau, manager of the Fairmount Glass Company, of Indianapolis, the committee referred to the incoming officers for investigation and adjustment. After discussion, during which the history of the case was given in detail by Delegate Yohler, and the general subject was discussed by Delegates Guthrie, Akers, Kurtz, Bugher, Dall and Speake, who suggested that it might be well to ask the officers to investigate and report to the next convention, a motion was offered by Delegate Branin to strike out the word "adjustment" and refer the case to the incoming officers for investigation. This was seconded and unanimously agreed to.

The claim of Harry Kurtz, of Branch 73, Port Allegany, to be reimbursed for loss sustained by reason of having been discharged for carrying on the work of the association was not approved by the committee, they reporting that after careful investigation they could not support it, under the evidence presented. They did not doubt the truth of his statements but there was no supporting evidence; it would require about six hundred dollars to pay the claim and to do so would be establishing a dangerous precedent; they therefore were obliged to recommend that it should not be allowed. Delegate Kurtz stated his claim and it was discussed at considerable length by Executive Officer McLaughlin, who had gone to Port Allegany at the request of the president to settle certain disputes. Delegates McCarthy, Dall, Vansant, Moruney, Edwards and Chairman Barber and Vice President Maloney further discussed the claim, following which, on motion, the report of the committee was concurred in.

On an appeal of Branch 121, Bristow, Okla., on behalf of Clarence Hayes, appealing for a pardon, the committee presented a resolution which had been sent to them, and on motion it was adopted. Delegate Parker said: "I desire to express my appreciation of the action of the committee and the convention on that resolution."

The report of the committee as a whole was then adopted. With the action on the individual cases it is as follows:

REPORT OF APPEALS AND GRIEVANCES COMMITTEE.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

We have given careful consideration to the cases that have been brought before us and respectfully submit our report thereon:

Appeal of Branch No. 8, Bridgeton, N. J., for financial assistance for Brother George Heintz who has been disabled for fifteen years. We find this is a very worthy case. Brother Heintz is an old loyal member of our association, disabled through no fault of his, and we recommend that a subscription be taken throughout the trade for his benefit. (Approved.)

Appeal of Branch No. 106, Columbus, Ohio, for financial assistance for Brother Nobel Elder. This is a worthy case and we recommend that a subscription be taken throughout the trade for his benefit at the earliest possible time and the proceeds sent to Secretary Garney of Branch No. 106. (Approved.)

Appeal of Branch No. 95, Tarentum, Pa., for financial aid to Brother Louis Fleishman. This is a worthy case and we recommend that a subscription be taken up for his benefit throughout the trade. (Approved.)

Appeal of Branch No. 95, Tarentum, Pa., for financial aid for Brother William Kearns. After careful investigation and hearing evidence we recommend that this appeal be denied. (Approved.)

Appeal of Branch No. 75, Port Allegany, Pa., for financial aid to Brother Frank Steele who has been incapacitated for a number of years. We find this a worthy case and recommend that a subscription be taken up throughout the trade for his benefit. (Approved.)

Protest of Brother William Grubs against a twenty-five dollar fine placed on the back of his card for failing to work a notice.

After careful investigation we find that this was an injustice t
him and recommend that the fine be remitted. (Approved.)

Appeal of Branch No. 7, Millville, N. J., for financial aid f
Brother Harry Conover direly in need—one of the old pioneer
of our association. We recommend that a subscription be take
up throughout the trade for his benefit. (Approved.)

Protest of Brother Calvey against the action of Branch N
22, San Francisco. He was suspended for false accusation
against a fellow-worker. After hearing the evidence we recom
mend that the action of Branch No. 22 be sustained and the pr
test denied. (Approved.)

Charge of Brother Albert B. Valentine against Mr. John Ra
manager of the Fairmount Glass Co., of Indianapolis, In
Brother Valentine claims he has been defrauded of ware produce
by him, for several years. The evidence submitted convinces u
that this is a just case and we therefore recommend that it be le
in the hands of the incoming officers for investigation. (A
proved.)

Claim of Brother Harry Kurtz of Branch No. 75, Port All
gany, Pa. Brother Kurtz claims he was discharged for carryin
on the work of the association and therefore feels he should b
reimbursed by the association for wages lost since his dismissa
on January 24, 1921. There being no evidence substantiating th
claim of Brother Kurtz we recommend that it be denied. (A
proved.)

Appeal of Branch 126, Anacortes, Washington, for remis
sion of the fine imposed by the Chattanooga Convention fo
failure to send a delegate to the said convention. We recommen
that the action of the convention be sustained. (Approved.)

Appeal of Branch No. 121, Bristow, Okla., in behalf o
Brother Clarence Hayes. We recommend that the resolutio
offered by Delegate Richard Parker for his branch be adopted b
this convention, and forwarded to the proper authorities.

Resolution.

Clarence Hayes who has been incarcerated in the prison at Chester, Ill., for the past thirteen years on account of murder has appealed to his former fellow-workmen relative to his former position and condition. Deeply repentant, and as we are informed with a first class prison record, we would kindly request of the Board of Pardons of the State of Illinois and the officials in whose charge he is, that consideration be given if they can possibly see their way clear to a commutation of sentence or perhaps pardon, whereby this man, as we feel, may again enter society and redeem himself in the eyes of his fellow citizens. (Approved.)

In conclusion, your committee recommend that calling two advance members of the Appeals and Grievances Committee be left optional with the president and that if in his opinion there is enough work to warrant it he shall have the power to call them.

Respectfully submitted,

WALTER G. BARBER, *Chairman,*	Branch 7.
THOS. J. MURRAY,	Branch 94.
ARTHUR GORE,	Branch 38.
DANIEL McCARTHY,	Branch 60.
JOHN MORUNEY,	Branch 87.
REDMOND BROPHY,	Branch 23.
CHESTER F. MYERS,	Branch 135.
LOUIS COLIN, *Secretary,*	Branch 105.

Protection of Members by Association.

President Voll referred to the fact that several times during discussion of this report the insinuation had been covertly thrown out that members of the association had no protection. "I wish to ask the delegates, Do you feel that you have not any protection?" To this there were many replies of "No, no, no." The President continued: "I am glad to hear that hearty response. The association protects every member to the extent of its power. It cannot correct every injustice nor can it reimburse members on whom an injustice has been committed. The pioneers who first organized could never have made progress if they had sought to make themselves whole. I see men in front of me who have lost their jobs time and again because of activities in the interest of the organization and they have stood for that loss. Did you ever hear of any of them coming into a convention and asking to be reimbursed for wages? When an injustice is done or an inequality of any kind exists and it is brought to the attention of the national officers, we make every effort to adjust it."

The Committee on Political Protest and Injunction made an able report, Chairman Ebbert reading. On motion, unanimously agreed to, it was adopted, as follows:

REPORT OF COMMITTEE ON POLITICAL PROTEST AND INJUNCTION.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

The history of the trade union movement during the past year has been one of struggle and adversity. We have been called upon to defend our interests and we feel that in this we have been primarily successful.

We have been attacked from every side by the enemies of labor and progress; the general demand for a reduction in wages the movement to destroy our unions, camouflaged under the so-called open shop campaign, with the great wave of unemployment that has swept over the country, and most ominous of all the anti-labor movement to introduce again the vicious individual contract by which the employee is shackled to his employer in unwilling servitude. They have been thoroughly organized and have concentrated their efforts against the movement of the workers of our country. In addition to these have been the anti-labor bills that have been introduced in practically every legislature in the country and the many court decisions which in their essence would tend to destroy us.

Against these formidable attacks from so many quarters the workers have conducted themselves in a manner that reflects great credit upon themselves and their organizations. There can be no doubt these movements have been checked, so let us everywhere call up our latent powers and start constructive work so that our ideals and purposes may be realized.

Let us send out a rallying call to the workers everywhere to join the movement of their fellow workers that a more just and equitable distribution of the good things of this earth may be brought about and that the spectre of want and despair may be eradicated for all time from our social life.

To President Samuel Gompers, Secretary Frank Morrison, Treasurer Tobin and the Executive Council of the American Federation of Labor, we desire to give expression to the great confidence and faith we have in their ability, sincerity and honesty. The splendid and bold defense they have made in the year just passed proves conclusively that our confidence has not been misplaced. We recommend that our association extend to them our hearty and vigorous support in their work in behalf of labor.

Our Fraternal Delegates, President John A. Voll, John Fody and Harry Hohmeyer, who represented our association at the Denver, Colorado, convention, we desire to commend most heartily. We recommend that our membership carefully peruse their most excellent report. Despite the fact that almost every organization of employers has been very active and that expenditures of millions of dollars have been made, the effort of the enemies of trade unions to secure repressive legislation in the different states failed almost completely.

It is urged that labor should continue to impress its views, hopes and desires upon congress and those charged with administrative authority, and to push forward more vigorously than ever its campaign for constructive legislation which will safeguard and promote the interests of the worker, in fact of all the people. We should also be ready to continue labor's non-partisan political activities as adopted unanimously by the last convention of the American Federation of Labor, to the end that the rights and privileges of the workers and of all the people shall be freed from transgression for all time.

On the subject of injunctions we are in full and hearty accord with the conclusions of President Voll, in his treatise on this subject in his most admirable report. The workers have been forced to defend their rights and to prevent encroachments upon their liberties, not alone in the law courts but also in the equity divisions of the courts. There have been so many of these decisions that it is obviously impossible to refer to all of them so that only brief mention will be made here of the most important.

Our Chairman, Brother Ebbert, has brought to our attention that in the Building Trades dispute in the Ohio Valley an application for an injunction against ten local trades unions and thirty-one members of the Ohio Valley Trades and Labor Assembly has been made. The injunction granted against the United Mine Workers, October 31, 1919, by the Federal Court of Indianapolis, in the Hitchman Coal and Coke Company case, decided in 1917, wherein the so-called individual contract was sustained by the Supreme Court. Every employee was required to sign an employment card to the following effect:

> I am employed by and work for the Hitchman Coal & Coke Company with the express understanding that I am not a member of the United Mine Workers of America, and will not become so while an employee of the Hitchman Coal & Coke Company; that the Hitchman Coal & Coke Company is run non-union and agreed with me that it will run non-union while I am in its employ. If at any time while I am employed by the Hitchman Coal & Coke Company I want to become connected with the United Mine Workers of America or any affiliated organization, I agree to withdraw from the employment of said company, and agree that while I am in the employ of that company I will not make any efforts amongst its employees to bring about the unionizing of the mine against the company's wish. I have either read the above or heard the same read.

We may say the above individual contract is now being used extensively by some employers throughout the country.

The case of the Duplex Printing Company vs. Deering, which was decided by the United States Supreme Court, January 3, 1921, is a greater disappointment than the decision in the Hitchman case because the opinion of the majority members of the court clearly reveals that Section 20 of the Clayton Act has been emasculated of any protection that labor was supposed to enjoy under its provisions.

The Coronada case against the United Mine Workers was brought about eight years ago and judgment was found for the plaintiffs for six hundred and twenty-five thousand dollars, being treble damages under the Sherman Act. The Mine Workers have one million one hundred thousand dollars tied up in perfecting bonds so that an appeal may be made. And so we could go on indefinitely with decisions of similar character.

The Executive Council of the American Federation of Labor in conference with the heads of different departments and several prominent attorneys have adopted a proposed legislative measure and propose to exert extraordinary efforts to have this measure (which is too long to insert here) enacted into law in every state of the Union as well as by our national government. In addition, this conference declared for the elimination of all anti-conspiracy laws and doctrines, as well as all legal fictions, which in reality have only served the purpose of restricting and prohibiting the organization of wage earners in their normal activities to improve their condition and to promote their standards of life.

The Executive Council also recommended the following joint resolution to be presented to congress:

> Resolved by the Senate and House of Representatives of the United States of America in Congress assembled (two-thirds of both houses concurring therein) that the following be proposed as an amendment to the constitution, which shall be valid to all intents and purposes as part of the constitution when ratified by the legislatures of three-fourths of the States:
>
> Whenever any bill or resolution shall have been passed by a majority of each house and signed by the president, or, in the event of his veto, by two-thirds of each house over the objection of the president, it shall be deemed and held to be valid under the constitution whenever called into question.

Child labor is being continuously eliminated because of the ten per cent. tax provided for in the revenue act of 1918. While the constitutionality of that tax was argued before the Supreme Court in December, 1919, no opinion has been handed down as yet. The sixty-sixth congress gave no attention to the protection of children being exploited in industry. It is hoped the sixty-seventh congress will show a more humane spirit.

In our last report we recommended the adoption of a resolution urging upon the President and Attorney-General of the United States the release of all political prisoners of war. This has been largely brought about through appeals made by President Gompers and many others. We recommend that these activities be continued until the end that was sought shall be attained.

We have seriously considered the communication from President Samuel Gompers of the American Federation of Labor concerning Joint Resolution 171, which will permit, if enacted into law, the landing in the Hawaiian Islands of fifty thousand Chinese coolies. This is United States territory and will virtually mean the emasculation of the Chinese Exclusion Act, as your committee is satisfied it will mean the opening of the door to the vast hordes of Asiatic labor or the "yellow race." We therefore most earnestly recommend to this convention that a strong protest be sent immediately to not only Chairman Johnson of the Immigration Committee, but also to each and every member. Furthermore, that every branch of our union be requested and also instructed and advised to immediately write Chairman Johnson and make an emphatic protest to the congressmen of their district and to insist upon a yes or no answer to their protest.

Your committee has read and digested the communication sent to our national office by Secretary Benjamin P. Marsh of the People's Reconstruction League and have come to the conclusion that the league, with offices in Washington, D. C., is engaged in a great work, keeping in close touch with all legislation. As our national office is naturally in a position to act promptly on all matters that are brought to its attention by the league's secretary, your committee would most earnestly recommend that the incoming President take whatever action he feels will be helpful to the interests of the workers upon the request of the league's secretary.

We desire herewith to express our appreciation of the work of Hon. William B. Wilson, the coal miner and the first trades unionist to sit in the cabinet of a President of the United States; he was a most efficient officer and stood always for labor, for the people and the country. We wish him most sincerely continued health and prosperity.

This concludes our report. It has been a year of strife and sacrifices for labor. Let us look forward to the new year with hope and courage and a determination to go forward with the great work we are engaged in.

Respectfully submitted,

WILL J. EBBERT, *Chairman,*	Branch 73.
CARL STENDER,	Branch 15.
W. L. TOMLIN,	Branch 11.
JOHN BUTZ,	Branch 9.
HENRY MEYERS,	Branch 21.
J. J. TULLY, *Secretary,*	Branch 17.

President Voll: I do hope that the delegates will read this report carefully and recommend it to every member of their branches because it is full of valuable data and information.

Chairman Johnson announced that the Committee on Good and Welfare was prepared to report. Their findings were then read by Secretary Perry. Brief comment was made on the fact that the committee recommended that a ten per cent. increase in wages be granted in accordance with the action of the convention, and the question was raised whether it was within the province of a committee on Good and Welfare to report on wages. Chairman Johnson said the committee did not want to exceed its duties but had observed that in the preceding convention reference had been made to wages by a similar committee. On motion, that part of the report which dealt with the subject of increase in wages was struck out. The report of the committee was then, on motion, adopted, as follows:

REPORT OF COMMITTEE ON GOOD AND WELFARE.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Your Committee on Good and Welfare after carefully considering the suggestions that have been offered, respectfully submit the following recommendations for your earnest consideration:

(1) We wish to record our approval of the policy of the officers of our association as evidenced in their work on legislation relating to standard capacities and in the interest of organized labor. We hope that the incoming officers will carry on the good work done in the past. We urge the delegates in returning to their branches to impress upon the minds of the membership at large the necessity of upholding the constitution of our association, obeying its laws and lending their liberal support to our officers, thereby making for efficiency in our organization.

(2) That all branches shall be represented in state and central labor bodies.

(3) That members give their full support to all measures which may be of benefit to the cause of labor.

(4) That the law prohibiting branches from borrowing money from the national association remain as it is.

(5) Whereas it has been brought to the attention of the delegates to the Forty-fifth Annual Convention that certain branches have divided the money in their branch treasury among the members of said branches and failed to send representatives to the annual convention of our association, therefore be it

Resolved, That the resolutions adopted at the Forty-fourth Annual Convention be complied with.*

**Resolved, That in the future any branch of the Glass Bottle Blowers' Association which so divides the money in its treasury must pay back such amount as has been divided before the members are allowed to go to work, when such matter has been brought to the attention of the President, Executive Board, or any branch. And be it further*

Resolved, That any member participating in such division of said money shall be fined not less than twenty-five dollars ($25.00).

(*Adopted by Forty-fourth Annual Convention. See Minutes, page 188.*)

(6) We recommend that a press secretary be appointed or elected by each branch to send all news of interest to The Bottle Maker.

(7) We concur in the report of the Committee on Automatic Flow and Feed Devices and recommend a campaign of education and organization by propaganda among not only those who are coming into this association but among former members who at the present time are employed on this class of work in factories where our association is not recognized by the management.

(8) We recommend that the convention commend Swindell Brothers for their attitude towards our members and our association at their plant and condemn the Carr-Lowry Company for their unfair actions in regard to our members and the association.

(9) We recommend that where men are laid off, each branch shall use every effort possible to get a division of time among our members, and if not successful then to refer the same to the national officers for their advise and help.

(10) On behalf of the members of this convention we desire to express most hearty thanks and appreciation to Mr. Joseph Jones, President of Branch 18 of Montreal, for his hearty hospitality extended to the officers and delegates of this convention. We also wish to thank Mr. Alfred Mathieu, President of the Montreal Trades and Labor Council, for his earnest words for the betterment of unionism. We also thank Mr. Harold Grier for his words of good will for our association, and the various other speakers for their words of interest to us all. Last but not least we wish to thank the local committee and members of Branch 18 for giving the members of the convention the very delightful

banquet and for the pleasant entertainment they so hospitably provided for delegates and members of their families.

Respectfully submitted,

HENRY A. JOHNSON, *Chairman,*	Branch 22.
WILLIAM P. FOX	Branch 112.
CLARENCE FOREMAN,	Branch 10.
B. W. MILLIGAN,	Branch 81.
LEONARD WALLACE,	Branch 33.
CARL BOTT,	Branch 60.
W. H. ACKMAN,	Branch 98.
SAMUEL CARTER,	Branch 7.
JOSEPH AKERS,	Branch 71.
FRANK PERRY, *Secretary,*	Branch 106.

Delegate Kurtz asked if any one could give him information as to the whereabouts of a son of Brother James Peoples, whom he had recently taken to an insane asylum. He had written several places but received no answer. The secretary of Branch 11, Millville, N. J., said he had received a letter of inquiry and had turned it over to Brother Peoples' son, who said he would take care of him.

Delegate Miles, of Zanesville, reported that the burial lot and monument of former President Denis A. Hayes, in the cemetery at Zanesville, Ohio, needed attention and he had been requested by a number of old members to make report of it to the convention. He said he felt certain a committee of Branch 20 would put the lot in proper order, but some of the mortar had broken away and it would be necessary to have some special work done about the monument. Following expressions of desire to have President Hayes' resting place kept in excellent condition, motion was offered and unanimously adopted to set aside Two Hundred Dollars from the general funds, the interest of which to be used to maintain the lot and monument in order.

Vice President Maloney said he always thought of Secretary Launer in connection with President Hayes because the two had been so long and faithfully associated together. It was reported that his burial place was in very fine order and was carefully looked after by his wife. An understanding was arrived at that if at any time in the future there was need for it, the sum of Two Hundred Dollars would be set aside and the interest used for the purpose of maintaining former Secretary Launer's burial place in order.

President Voll said: I cannot refrain from speaking about the injustice of President Hayes' last resting place not being kept in a sightly condition. He left a little money which went to his nieces and nephews. He made no will. Brother Maloney was the administrator and, according to the law of Pennsylvania where the estate was administered, none of that money could be set aside to take care of his burial place—and the heirs did not or would not contribute anything for that purpose. The interest on the Two Hundred Dollars which the association has set aside I think will take care of it nicely.

The Committee on Organization announced, through Chairman Hohmeyer, that they had completed their work. The report was read by Secretary Shaw and on motion unanimously agreed to, was adopted, as follows:

REPORT OF COMMITTEE ON ORGANIZATION.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

After carefully reviewing the records of our association since the convention of 1920, and the achievements of our able officers, we wish to express our appreciation of the good results they have accomplished. We realize that our industry is passing through trying days of evolution, and it is up to us as trade unionists and as an organization to do our part, making sacrifices, if necessary, in order that our association shall triumph over autocracy and bring about complete democracy in the glass industry.

It is our belief that if we stand true to the principles of our association we will continue to make progress and nothing can retard it, and we will gain results that will be to the best interests of every one of our members, as well as to labor in general.

Knowing in the past year that there have been times of depression we believe our national officers have done their best to further the work of organization, and we hope they will continue their efforts as in the past of organizing glass factory employees, thereby strengthening those already organized.

We recommend a continuation of the policies outlined by President Voll in his annual report.

Respectfully submitted,

HARRY HOHMEYER, *Chairman,*	Branch 1.
C. C. BOWSER,	Branch 102.
SAMUEL WILLEY,	Branch 35.
OTTO ITCHEK,	Branch 34.
N. H. TURNER,	Branch 36.
C. VERNE SUTTON,	Branch 116.
WM. H. FORT,	Branch 7.
WM. SHAW, *Secretary,*	Branch 11.

REPORT OF PACKERS' COMMITTEE.

Discussion.

The report of the Packers' Committee which was made during the sixth day's session and printed in the daily minutes but on which no action was taken, was now taken up for consideration. It was read by Secretary Dolan. Each section was individually acted on and several were discussed. An outline of the remarks follows:

The committee recommended that when agreements are made locally in the packing department and conferees appointed, the expense connected therewith shall be borne by the association. Also, that conferees shall be appointed by the President.

Delegate Wartenbee asked: If this is adopted, then will troubles or disputes that may arise be settled nationally or locally?

President Voll: They will be settled locally just as they have been heretofore. The committee recommends that the conferees shall be appointed by the President, instead of being elected by the respective branches, and paid by the association.

The committee proposed a ratio of apprentices of one to every sixteen and two-thirds of sixteen and that they work eighteen months at fifteen per cent. less than journeymen's wage.

President Voll: I want to ask the Packers' Committee if they feel that a packer should serve eighteen months as an apprentice? We are endeavoring as best we can to get away from apprentice laws which restrict or keep down wages of young men who go in to learn a trade. There is so much done now in the way of specialization whereby men can become proficient quickly that I doubt the wisdom of lengthening the period of apprenticeship to any great degree.

Delegate Albert Moore said: I think six months is enough. On the Pacific Coast it is left to the boss packer and I have known men who became proficient in six months.

Delegate Gahan: In my opinion three months is sufficient. A man ought to be able to do good work before then.

Delegate Gross: The agreement in our plant is that men shall serve thirty days as apprentices; during the past season I don't believe they served that long. The packer boss will tell the branch to take that fellow in probably after two weeks' time. I don't approve of the committee's report.

Delegate Gilmaster: We sometimes take in a man within two weeks' time and he gets full pay. We think thirty days is long enough.

Vice President Maloney: I am rather inclined to agree with the delegates from St. Louis. I don't know a great deal about it, but packers tell me that if a man is able to learn the art or work of packing he can do it in thirty days, although he will not be an expert by that time.

Delegate Young: In my branch the company pays us that fifteen per cent. at the end of one month.

Delegate Bell, Branch 80: Swindell Brothers say we ought to have three years' apprenticeship and that we are doing ourselves out of a job and making poor mechanics out of men who don't serve three years. The branch advised us to take up the subject in convention and see if we could get a term established. We do not want the blower and the machine man to be kept out by men not having to serve an apprenticeship.

Delegate Moore of Branch 45 moved to amend by providing that ninety days' apprenticeship be required, and this was seconded.

Delegate Edwards: If a blower or a machine worker goes in to work in a packing house would he have to serve an apprenticeship?

President Voll: No. I would like to suggest to the delegates that it might be well to omit this from the report and let us use our best efforts to keep the ratio of apprentices as low as we can and settle questions of that kind locally, as they may arise.

The subject was further discussed by Executive Officers Muhleman and Eames, who cautioned against making apprentice rules too rigid and thus run the danger of their reacting against the interests of the workers, and by Delegate Brophy, who said that if machines made as perfect bottles as have been described here, possibly after a while the services of a packer might not be needed at all.

Delegate Umstead, Branch 114, thought a definite term should be established. We have to come early in the morning very often and help the apprentices in their work and there should be a proper term of service fixed.

Delegates McPeck and Dall further discussed the question.

Treasurer Halton said: In my experience in packers' wage scales I have run into different practices. In some factories ware is packed loosely, in others it is packed tight; in some factories it is packed on the floor and in others on the lehr. In St. Louis they pack loosely. Possibly it takes more time to pack tight. But why should we ask a man to serve an apprenticeship of more than thirty days? In my judgment these matters should be settled locally.

Delegate Dolan: Would this refer to packers on the Owens automatic machines? Most of our men were blowers and are elderly and they would not be willing to take a position as an apprentice.

President Voll: It takes them all in. We think there should not be any clause of that kind in the committee's report.

Debate then closed. The amendment to make the term of apprenticeship three months on being put to a vote was lost. The motion to adopt that part of the report of the committee relating to apprentices was then put and it also was rejected. Motion was then offered that all questions relating to apprentices in the packers department be left for local settlement. This was seconded and carried unanimously.

Delegate Moore, Branch 45, said: I was trying to protect the other branches. It is settled locally in our branch. I think it is a good suggestion to leave it for local settlement.

Motion was offered and seconded to adopt a recommendation made by the committee as a substitute for a resolution from Branch 80, providing that girls should not be allowed to work in a acking department unless they were members of the association nd received the rate of wages specified in the agreement.

Executive Officer Vansant said: "Before Branch 80 was rganized in Baltimore the firm employed all girls in the factory. ince we have organized the flow department we have been able o get six or eight union packers in the plant. Five or six girls are acking. We thought owing to the conditions existing around he plant it would be unwise to try to force the situation, and the irm wants to keep the girls. They pack mostly small ware. I ave talked it over with the president of the association and he hought it better not to bother with it at present. We may in the ear future have an opportunity to put our members in. About ight machine men are working in that plant; all the rest have een displaced."

President Voll: The report does not suggest force but merely that this would be a worthy thing to bring about and that we use our best efforts to accomplish it. There is nothing obligatory about it.

Delegate Edwards: Are those girls working under the jurisdiction of the association?

President Voll: No.

Delegate Edwards: Haven't we some members of the packing department under the association?

President Voll: Yes, we have; but the girls in question are not under the association. We are doing the best we can.

Delegate Bell: Branch 80 sent that resolution in because the committee reported on several occasions that during the shut down some of the men were kept out and so were the girls. We thought it was hard on both and that it was well to bring the subject in by a resolution.

Chairman Young: During the war we were confronted by that same question. When so many of our men went to the war the firm asked if they could put girls on and we said "Yes, but you know our law." The factory manager said, "You don't expect us to pay a man's wages?" We said, "Yes, certainly we do." No girls have been employed.

The motion being put, the suggestion of the committee was concurred in.

In a resolution from Branch 95, that time and a half be paid for all over-time and double time for Sundays and holidays, the committee concurred and motion was offered and seconded to adopt.

Delegate Gilmaster said: Sometimes in St. Louis when there is a shortage of packers, men will be taken in and they are paid four dollars apiece; will that be a law?

President Voll: No. You adjust those conditions as you can; but wherever this rule will be applicable and you can get the employer to agree to it, then put it into effect.

Delegate Gilmaster: They are doing that in St. Louis and the men wanted it brought up in convention. Two men work eight hours, how about working after that? The packers are asking that they shall be paid time during the regular eight hours. There is no over-time.

Delegate Bell: Wouldn't it be better to put more men to work and not have any over-time? I never was in favor of time and a half or over-time, either with organized or unorganized men.

President Voll: The reason that rules relating to time-and-a-half or over-time were promoted or adopted in the trade union movement was to do the very thing you want; that is, to put more men to work, because as a general rule an employer will not pay over-time if he can get enough men to simply work full time. It is true that during the war a good many men did work over-time, but the very purpose of the over-time and time-and-a-half law is to prevent men from overworking and to give employment to more men.

Delegate Arnold: Our packers don't want to work over-time if they can avoid it but they can't avoid it.

Delegate Albert Moore: We could hardly be expected to work eight hours, and that double shift, for straight time, could we?

President Voll: No. That is in accord with the trade union principle—to prevent overwork and to provide employment. There should not be any debate on this part of the report.

The motion being put to concur, it was adopted.

A resolution relating to packing ware from lehrs was, on motion, struck out, after brief discussion to the effect that these matters would better be adjusted locally.

The subject of Saturday half-holiday, brought in by a resolution from Branch 95, Tarentum, Pa., was referred to the convention, Chairman Young saying: "In that respect Owens automatic plants throughout the country work in so many different ways that it was practically impossible for the committee to take any intelligent action and they therefore referred the subject to the convention or to the incoming officers.

On motion, seconded and unanimously agreed to, the Saturday half-holiday was referred to the incoming officers for local adjustment.

President Voll: The Chair thinks all those questions ought to be settled locally. Don't let us complicate the situation by too many hard and fast rules, but let us adjust matters locally wherever it is possible, so that there may be flexibility of action.

On motion, seconded and unanimously agreed to, the recommendation of a ten per cent. increase in wages was adopted.

The committee expressed the opinion that it would be desirable to have the packers department recognized by the National Manufacturers' Association and conferees meet with them in conference and adopt a wage scale so that one national agreement might be made to cover all packing departments in the trade.

Delegate Gilmaster said: "Branch 5, St. Louis, Mo., sent in a resolution to that effect. The reason we did is that every time we go to make a settlement our firm asks us why we don't settle it in the national conference? We told them that we didn't have recognition."

President Voll: Manufacturers are not yet ready to recognize an organization of packers throughout the country and I doubt the possibility of making a uniform, universal wage scale in the packing department. Some packers have talked to me here and I told them my views and aims, which are to strive to get recognition of the packers' organization by all those firms that belong to the Glass Bottle Manufacturers' Association. That accomplished will give us a wider scope. But national recognition would not mean that we could settle nationally for a wage scale in every locality; scales would have to be settled according to the work done, but we could make progress towards securing recognition.

Delegate Gahan: I figured if we could get it that way the time might come when an executive officer would go around in each plant and settle as to what the wages should be.

Delegate Tyler: I don't think at this time we could bring that to an issue because we are not fifty per cent. organized in the packing department.

President Voll: Not twenty-five per cent. This suggestion of the packers committee could well be left in the hands of the incoming officers.

Delegate Albert Moore: I think that is a very good idea. I would like the convention to go on record in favor of ultimately having national recognition but to refer it to the national officers now is satisfactory. I offer that as a motion, that this subject of national agreement and recognition be submitted to the national officers for their attention and whatever action they see fit to take.

This was seconded and carried unanimously.

Vice President Maloney: I agree fully with the motion just adopted and with the statement of President Voll. He has made able arguments in wage conferences for national recognition of the packers and for a national agreement, if possible; but it was always recognized that there were different methods of work in and around packing houses. In that respect it differs from the work of blowers and machine operators which is largely the same in all glass plants. There are only three organizations of industries in the country that have a national wage scale. Those are the American Flint Glass Workers, the Window Blowers and ourselves. Most industries make local agreements. Their wages and conditions vary. I am inclined to think that for the present the method now in use is the better.

Delegate Gross: When the wage question is settled locally I understand you are to appoint conferees. Before we left, the chairman of our branch appointed a committee to draw up the wage settlement and the different working agreements. When this goes into effect will you appoint a new committee to make that agreement?

President Voll: You have put a stumper, right in the start. That will have to be worked out. It will take time to do it and we will confer with the blowers, the packers and the machine workers, because the first recommendation on that subject was that when wages were settled in the packing department the conferees should be composed of a committee of packers, blowers, machine men and national officers. Now the committee have recommended that the President shall appoint the conferees. So the President of the Association will just have to exercise his judgment and find out the best way to do it, that is all, and it will take time.

Delegate Bugher: Mr. President, if packers who are old blowers and members of our association are packing flint ware, should they pay trade assessments into our association?

President Voll: That is the old question. Did we make it possible for them to work there, and are they members of our association?

Delegate Bugher: Yes, sir; they are old blowers.

President Voll: Well, the Flints have no organization among the packers. If their men were making ware in a factory direct, blowing it, or on a machine, they would have to pay assessments to the Flints, but since that union does not collect from them and as they are members of our association and are so recognized, they should pay their assessments to us.

Delegate Bugher: They don't pay their assessments. Can we compel them to?

President Voll: Use your best efforts and try.

Delegate Reed: We have flint workers in our department and they pay assessments in Branch 11.

On motion the report of the Packers Committee as acted on was adopted as a whole. It follows:

REPORT OF PACKERS COMMITTEE.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

This is the first time in the history of the association that a Packers Committee has been appointed at a national convention, and we are aware of the responsibility which rests upon us. We hope to proceed in a manner that will be helpful to the association.

Branch No. 5 of St. Louis, and Branch No. 33 of Terre Haute, Indiana, each presented a resolution that "As wage settlements in the packing department are made locally the expense incurred therein should be paid out of the national treasury of the association."

We offer this as a substitute: When agreements are made locally in the packing department throughout the trade and conferees are appointed by the national president, the expense incurred in the making of said agreements should be borne by the national association. We further recommend that all conferees shall be appointed by the national president.

For the resolution of Branch No. 80, Baltimore, that no girls be allowed to work in the packing department as long as there are union packers out of work, we offer this substitute: We recommend that no girls be allowed to work in the packing department except those who are members of the association and receive the rate of wages specified in agreements made.

Branch No. 95, Tarentum, presented this: We recommend that time and a half be paid for all over-time and double time for Sundays and holidays. We concur.

We also concur in resolution from Branch No. 95, that packers shall not be discriminated against or discharged for carrying on the work of the association. In the event of evidence of such discrimination, the matter shall be referred immediately to a joint committee between firms and the association.

On the resolution from Branch No. 95, that where packers are required to pack or sort ware from lehrs on two or more kinds of ware, they shall receive thirty cents per day extra, we offer this substitute: We recommend that where a packer is required to sort two or more kinds of ware he shall receive help from a swing-man.

We concur in resolution from Branch No. 95, that all crates, packing material and so forth, shall be placed in the packing room within reasonable reach of all packers.

On the suggestion of Branch 95 relating to work of certain kinds and wages therefor, we submit as a substitute: Where packers are required to pack or sort ware from lehrs, pull said lehrs, and haul pans to front of lehrs; nail and brand crates and drag same from lehrs, an extra man shall be employed.

We concur in the resolution of Branch No. 95 that preference at all times shall be given journeymen packers. We further recommend that companies in supplying any shortage of labor shall give preference to glass bottle blowers who have been displaced by automatic machinery.

Your committee refers the resolution on the subject of Saturday half-holidays from Branch No. 95 to the convention. (The convention decided this should be settled locally).

Your committee has had before it for consideration resolutions on the subject of increase of wages from Branches Nos. 5, 76, 92, 94 and 95, ranging from four dollars and eighty cents to five dollars and fifty cents per day. We recommend a ten per cent. increase for packers throughout the trade.

Your committee feel that it would be better for all concerned that we be recognized by the National Manufacturers' Association and meet with them in conference. If this recognition can be secured our plan would be that one national agreement be made covering all packing departments throughout the trade; that a price list be made and incorporated in that agreement so that packers whom we know are entitled to a higher wage in some plants than in others would be paid accordingly.

We know that the national conference system has been successful. You men have advanced by and through it and we wish to follow along the same road. We can see no reason why the manufacturers would hesitate to confer with the packing department's representative for when an agreement is made they know we will live up to it, because standing with us and behind that agreement is the Glass Bottle Blowers' Association, which has never broken an agreement. Therefore, we refer to this convention this question: Do you think it is advisable for the packers at this time to formulate plans in the hope that it will secure recognition from the National Manufacturers' Association, or do you think that we should continue on, satisfied in making local agreements?

We wish to express our sincere thanks to our National Officers for the work accomplished during the past season. We also appreciate the assistance given us by Delegates Martin Gahan, Joseph Gilmaster, Leonard Gross, Thomas J. Murray and John H. Arnold, who appeared before us and gave us the benefit of their experience and judgment.

Respectfully submitted,

CECIL YOUNG, *Chairman*,	Branch 13.
LEONARD WALLACE,	Branch 33.
ALBERT MOORE,	Branch 45.
ERNEST BELL,	Branch 80.
HARVEY UMSTEAD,	Branch 114.
JOSEPH J. DOLAN, *Secretary*,	Branch 24.

On motion convention adjourned to 9.30 Thursday morning, July 21st, 1921.

TENTH DAY—Morning Session.

July 21, 1921.

The convention was called to order at 9.30 A. M. by President Voll. Roll call showed all members present. Delegates Malone and Kelly, whom the convention granted leave of absence to attend an automobile party arranged by Branch 18, reported a most delightful trip in and about the beautiful city of Montreal and environs, and expressed appreciation of the courtesy of Branch 18 in providing so agreeable an entertainment for ladies in attendance at and connected with the convention.

On motion, the annual election was made the immediate order of business. On motion, it was unanimously agreed to suspend the rules and permit election, where there was no contest, to be by acclamation.

Vice President Maloney took the chair and declared nominations for president in order. Delegate Branin nominated John A. Voll. He was elected by acclamation, and when he came forward, to take the chair of office, was given a rousing salvo of applause. "This is rather a nice morning present," he said. "I expect to thank the delegates later. I appreciate the confidence expressed by my re-election and the manner in which it was done. I thank you for that and for the increase in salary which you have given me and my fellow officers. It is difficult to tell you how much I appreciate it all."

President Voll then declared nominations for vice president in order. Delegate Brophy nominated Vice President Maloney and he was elected by acclamation. "It goes without saying that I should be very grateful to you, my fellow workers," he said, "and I am. There is no doubt about that. I have a job for another year if I behave myself, and an increase in salary. I thank you for this unanimous election. In the course of my duties I have had to do things and take action that may not have been agreeable to all of you, but I am sure you understand that it was in the line of my duty and when there was anything you did not like I did it because the constitution and rules required me to. I thank you all."

On motions, Secretary Jenkins and Treasurer Halton were each nominated for their respective offices and were elected. Each in a few words expressed their appreciation of the renewed confidence shown by their re-election.

Each of the executive officers was nominated to succeed himself. There were no opposing candidates except for the sixth position, for which Officer McLaughlin was nominated by Delegate Akers and Delegate John A. Arnold by Delegate Bugher. The return of the tellers showed one hundred and six votes cast, two of which were thrown out because of irregularity. Officer McLaughlin received eighty-five votes and Delegate Arnold nineteen.

The Trustees, Messrs. Day, Westcott and Dahm, were nominated and elected by acclamation.

As fraternal delegates to the American Federation of Labor President John Voll was elected for the first position, Delegate George W. Most for the second, and Delegate Louis Colin for the third.

Delegates Most and Edgar Hann were nominated as second fraternal delegate. The tellers returned seventy-six votes for Most and thirty for Hann. On motion of Delegate Hann, the election of Delegate Most was made unanimous. He briefly expressed his thanks.

Delegate Louis Colin and Frank Koebert were nominated as third fraternal delegate. The former received the higher number of votes and on motion of Delegate Koebert his election was made unanimous. Delegate Colin expressed his gratification and said it had been a cherished ambition of his to attend an American Federation of Labor convention and he was glad to have the honor of representing the Glass Bottle Blowers' Association.

The roster of officers elected to serve the Association for the coming year is as follows:

President

JOHN A. VOLL

Vice-President

JAMES MALONEY

Secretary

HARRY JENKINS

Treasurer

HARRY HALTON

Executive Board Members

1. Arthur Muhleman
2. William C. Connolly, Sr.
3. Robert G. Vansant
4. Wm. W. Campbell
5. John S. Roberts
6. Albert C. McLaughlin
7. Thomas B. Eames
8. William Warren

Trustees

1. Walter Day,	Branch 2.
2. George Westcott,	Branch 5.
3. Frank Dahm,	Branch 78.

Fraternal Delegates to Annual Convention American Federation of Labor, 1922.

1. John A. Voll
2. George W. Most
3. Louis Colin

Delegate Ebbert extended the cordial invitation of Branch 73, Bellaire, Ohio, for the convention of 1922, and moved that it be accepted. This was seconded by Delegate Barber, and Bellaire chosen as the convention city.

President Voll: That is what I call good politics as well as square politics.

Secretary Jenkins announced that very hospitable invitations had been received from San Francisco, St. Louis, Pittsburgh and Washington, D. C., for the Association's 1922 convention.

The following telegram from President Gompers of the American Federation of Labor was received and, on motion, directed to be acknowledged and entered on the minutes together with the reply sent:

Washington, D. C., July 20, 1921.

John A. Voll,
Windsor Hotel, Montreal.

It was my hope to be able to be in attendance at your convention and personally and officially convey to you and the delegates my fraternal greetings and best wishes for the success of your splendid organization. Will you do me the kindness to express to the delegates my deep regret that important business matters make my attendance impossible. Now more than ever, unity, fraternity and solidarity must be the watchwords of the toilers of America. Good luck.

SAMUEL GOMPERS.

Philadelphia, July 26, 1921.

Mr. Samuel Gompers, President,
American Federation of Labor,
Washington, D. C.

Dear Sir and Brother:—Your telegram of the twentieth conveying fraternal greetings and best wishes for success to our organization, and expressing your deep regret that important business matters made it impossible for you to attend our convention and address the delegate body was received, and a motion made that the delegate body tender you their thanks for your interest in our welfare and say that we appreciate every effort you have made and are making in the interest of the uplift of the great mass of wage earners of our country and the world.

Fraternally yours,

JOHN A. VOLL, President.
HARRY JENKINS, Secretary.

Delegate Fody offered a motion that in future the Advance Price List Committee shall be directed to have their report completed, printed and distributed to the delegates one day before it is presented in the convention. This was seconded and unanimously agreed to.

President Voll: I am in hearty accord with this action, but I wish to add that I trust the List Committee's report when it does come out will not be used for propaganda purposes or calling caucuses.

Vice President Maloney asked the privilege of interrupting the business of the convention for a very pleasing bit of courtesy and appreciation. He then in an eloquent address and in the name and on behalf of all the delegates in the convention presented Lieutenant and Mrs. Bernard J. Voll with a beautiful silver tea service. President Voll as proxy in the absence of the bride and groom accepted the gift and thanked the givers. "Mr. and Mrs. Voll, Jr.," he said, "will highly appreciate this handsome gift and it will give them happiness to receive it from the delegates here. They are both greatly interested in the labor movement and staunch advocates of its principles. They will be delighted with this gift and will thank you from their hearts."

The silver service consists of three pieces, a teapot, cream pitcher and sugar bowl, on a mahogany tray. Lieutenant and Mrs. Voll were married the latter part of June and came to Montreal on their wedding trip so that they might be able to attend the opening of the convention—the only session which they were sure visitors would be permitted to attend. They were present in the opening session and expressed keen enjoyment of the privilege.

Vice President Maloney took the chair, by request of President Voll, who said he wished to present a matter of importance to the convention.

PROTESTS AND INSUBORDINATION.

President Voll: Mr. Chairman and Delegates, after the final wage settlement had been made last season a number of protests were sent to the office. In addition, there was a demand made on the

President to call a special convention. This he refused to do. I am now going to place all these matters before you and request you to uphold the action of the President and Executive Board in dealing with them, if that action meets with your approval, and in order to have a record made of the protests and demands that were made and our answers thereto. We deem this of vital importance to the association, so much so that if we would let it go on it might in future mean the destruction of the organization. As your president, it is my duty to give you all the information, to lay before you all matters in connection therewith, and to take care of your interests, no matter how it may affect me personally.

I will read you first a communication from Olean, N. Y., and I will read so much of it as relates to the subject which I deem it my duty to present to you.

President Voll then read communications from Branch No. 44, Olean, N. Y.; Branch No. 16, Ravenswood, L. I.; Branch No. 56, Checotah, Okla.; Branch No. 27, Reading, Ohio, and Branch No. 60, Terre Haute, each of which had protested against the conference agreement of 1920, and Branch No. 60 asked that a special convention should be called in October, 1920. He also read his replies thereto.

These communications were directed to be recorded and are as follows:

OFFICE OF SECRETARY OF

BRANCH NO. 44

OF THE GLASS BOTTLE BLOWERS' ASSOCIATION OF THE
UNITED STATES AND CANADA.

Olean, N. Y., September 11, 1920.

President John A. Voll.

Dear Sir and Brother:—Branch 44 of Olean, N. Y., at a meeting held September 11, 1920, instructed me to write you in regards to the working rules. * * * * I was also instructed to ask you how it is that you only got a fifteen and twenty per cent. increase when the convention's instructions were for twenty-five per cent. increase and to inform that Branch 44 of

Olean are not satisfied with the fifteen and twenty per cent. when the convention's instruction was for twenty-five per cent. or no work.

Hoping to hear from you at the earliest possible date, I remain,

Fraternally yours,

[Signed] WM. HARVEY,
Corresponding Secretary,
201 N. Thirteenth St., Olean, N. Y.

President Voll replied:

Philadelphia, September 16, 1920.

Mr. William Harvey, Secretary,
Branch No. 44, Olean, N. Y.

Dear Sir and Brother:—Yours of the eleventh instant received, and I note what you say regarding working three one-arm machines, and you would like to know if you have the right to make the firm work two machines with three men and one machine with two men, forcing them to pay the one-man list on the third machine. I would first like to know if your branch has taken the matter up with the firm through the factory committee for the purpose of trying to reach an amicable agreement regarding the operating of three one-man machines in the plant, and whether you simply told the firm what it must do, if the firm under such procedure is complying with the demands of the branch. After hearing from you regarding this query we will be in a better position to give you the information desired.

The settlement made at the Final Conference was in conformity with the laws, practices and policies of our association. I note it does not meet with the approval of Branch No. 44 and I do not suppose anything the officers would do would meet with the branch's approval. It is rather gratifying, however, to inform you that a great number of branches have not only approved the settlement but have highly commended the officers and conferees for securing the wage settlement they did at the Final Wage Conference.

Fraternally yours,
[Signed] JOHN A. VOLL, President.

BRANCH NO. 16

OF THE GLASS BOTTLE BLOWERS' ASSOCIATION OF THE
UNITED STATES AND CANADA.

Ravenswood, L. I., August 14, 1920.

Mr. John Voll.

Dear Sir and Brother:—I have been instructed to write you that Branch No. 16 is very much displeased with the wage settlement. This branch was under the impression that you officers were going to get what the convention demanded or there would be no work.

Hoping to hear from you soon, I am,

Fraternally yours,

[Signed] WILLIAM J. HEERLEIN, Secretary.

President Voll replied:

Philadelphia, August 19, 1920.

Mr. William J. Heerlein, Secretary,
Branch No. 16, Long Island City, N. Y.

Dear Sir and Brother:—Yours of the fourteenth instant informing that your branch is very much displeased with the wage settlement and that it was under the impression your officers were going to get what the convention demanded or there would be no work, has been received. In reply thereto we are not at all surprised over the displeasure of your branch or the impression received. My impression is that nothing the officers would do would either please or satisfy your branch.

Fraternally yours,

[Signed] JOHN A. VOLL, President.

BRANCH NO. 56

OF THE GLASS BOTTLE BLOWERS' ASSOCIATION OF THE UNITED STATES AND CANADA.

Checotah, Oklahoma, September 16, 1920.

Mr. John A. Voll,
President G. B. B. A., of U. S. and Canada,
Philadelphia, Pa.

Dear Sir and Brother:—At the regular meeting of Branch No. 56, Checotah, Okla., Glass Bottle Blowers' Association of the United States and Canada, the members thereof protest the settlement of the wage question. The members of Branch No. 56 were told by their delegate, Brother Arthur Cornelius, that the convention went on record for an increase of no less than twenty-five per cent., and that you pledged your word that you would not settle the wage question for less than twenty per cent. We believe that we should have no less an increase therefore than twenty per cent. on the Narrow Neck List and also no less than eight dollars per day per man for day work.

We wish to notify you that Branch No. 56 feels at liberty to take all honorable means to obtain a further increase on the Narrow Neck List, both piece work and day work, as the convention went on record for and as you promised your word of honor that you would not agree to a settlement until the same was obtained.

Respectfully and fraternally,

M. H. Cannon, }
Harry Owens, } Committee.
A. B. Cornelius, }

President Voll replied:

Philadelphia, September 20, 1920.

Mr. M. H. Cannon,
Checotah, Oklahoma.

Dear Sir and Brother:—Yours of the sixteenth instant received with committee's names signed and I note therein what you say occurred at the regular meeting of Branch No. 56 in regard to protesting the wage settlement because the members of Branch No. 56 were told by their delegate, Arthur Cornelius, that the convention went on record for an increase in wages of not less than twenty-five per cent. and that I pledged my word and honor not to settle for any less than twenty per cent., and that because you did not get twenty per cent. and eight dollars day work per man you reserve the right and assume the liberty to take all honorable means to obtain a further increase on Narrow Neck machine, both piece and day work.

In reply thereto, the statement of the delegate is misrepresentation pure and simple, as a reading of the proceedings of the convention when they are sent to the membership of the branch will clearly and plainly show to each individual member, and is in line with the interpretation which the delegate put upon the summer stop recently of his own account and volition. Permit me to say further that no one can stop your membership from taking whatever action it pleases to increase list prices and day wages. However, if it does take such action, either individually or collectively, the individual or entire branch will immediately be expelled from this association. We are fully aware of the propaganda that is being put forth by some individuals and the motive therefor, as well as the ultimate object to be obtained, and as we have taken an obligation to protect the interests of this association and maintain and perpetuate it through its fundamental and statutory laws, you may rest assured that obligation will be carried out to the fullest limit.

Fraternally yours,
[Signed] JOHN A. VOLL, President.

BRANCH NO. 27, READING, OHIO.

OF THE GLASS BOTTLE BLOWERS' ASSOCIATION OF THE UNITED STATES AND CANADA.

Reading, Ohio, August 16, 1920.

Protest of Branch 27, Reading, Ohio, against settlement of the wage scale contrary to the order of the convention.

Mr. John Voll.

Dear Sir and Brother:—I have been instructed to write you in regard to action taken at the Final Conference in the settlement of the wage scale, when the convention went on record for twenty-five per cent. increase in both the blown and machine departments, and this branch would like to have an explanation how such a settlement could take place and what the reason at such a time, with the demand for ware and the shortage of men. The men are dissatisfied with the settlement and would like to know why the difference was made between the narrow-neck and wide-mouth list of five per cent., and what was done with the seventy-five per cent. of off-ware, and eight dollars per day minimum wage. The brothers here are dissatisfied with the action taken and would like to hear from you at once with a full explanation of same. I am,

Yours fraternally,

(Signed) HARRY WANNER, Secretary,
Branch 27, Reading, Ohio.

President Voll replied:

Philadelphia, August 24, 1920.

Mr. Harry Wanner,
Secretary, Branch No. 27,
Reading, Ohio.

Dear Sir and Brother:—Your letter of the sixteenth instant was received and I have noted very carefully what you say regarding the Final Conference and the settlement made by your officers with the manufacturers. Permit me to say that that settlement stands for itself and there are no apologies to make for it; explanations will be given at the proper time and place.

Fraternally yours,

[Signed] JOHN A. VOLL, President.

SECRETARY'S OFFICE,
BRANCH NO. 60,
OF THE GLASS BOTTLE BLOWERS' ASSOCIATION OF THE
UNITED STATES AND CANADA.

Terre Haute, Ind., September 6, 1920.

Mr. John A. Voll,
Philadelphia, Pa.

Dear Sir and Brother:—Enclosed find the following protest drawn up by the committee of Branch 60:

Protest.

To The Officers of the Glass Bottle Blowers' Association of the United States and Canada:

DEAR SIRS AND BROTHERS:—At a special meeting of Branch 60 of Terre Haute, Ind., August 21, to consider the wage settlement, after due consideration and extensive discussion, has reached these conclusions:

That the settlement is not in harmony with the demands of the highest tribunal of this association, our national convention, which demanded and passed twenty-five per cent. general increase; one dollar an hour for day work, day work to begin when machine breaks down; Saturday half-holiday year 'round; weekly pay; ten per cent. to be added to heavy ware where two kinds are made on same machine; seventy-five per cent. on all off-ware.

After all these demands had been passed by the convention, and on several occasions in the minutes the officers stated they would go to the final conference and get what the convention demanded even though it caused a break. True the officers were not specifically instructed by motion; we consider the recommendations of the Advance Committee passed by the convention as instructing our officers. On the tenth day Delegate Fowles' motion to instruct officers was not put nor seconded for this reason. President Voll immediately remarked that they would stand on recommendation of the convention.

We wish to call attention also to the five per cent. increase on the Cherry Bracket. This was thrown out of conference on a technicality. This cherry list was not in dispute with firm, but was a resolution coming from our branch, sent in according to law, all the facts being presented by our conferee, McClain, being discussed in the May Conference and is in that report. Therefore, we wish you to look up this case and give a lawful reason why a resolution presented in May Conference and discussed, also passed in our National Convention, and should have been settled in Final Conference.

Moreover, your words on off-ware really are a repetition of 1919's conference, where off-ware is excessive it must be paid for. Now you realize we have no local authority; you have not specified what would be termed excessive loss, throwing responsibility on the locals to formulate a local agreement which we cannot enforce without violating our agreement as made and signed by our officers, thereby jeopardizing the position of the men who take the initiative in this off-ware proposition.

Our off-ware is excessive here and we intend to take action along the line as suggested by you and wish to inform you that we will expect the national office to back us up to the fullest extent, but understand we will comply fully with your suggestions.

Therefore Branch 60 in special meeting do hereby protest against the settlement as made by Final Conference.

Therefore be it resolved by Branch 60, That the trade be notified by circular, setting forth this protest and demanding that a special convention be called, in compliance with Article 2, Section 7, of constitution, to reconsider the settlement of last Final Conference; said convention to be convened October 25th, 1920.

Respectfully submitted,

E. CRITZER,
GEO. GUTHRIE,
FRED. FELTON, Committee.
CHAS. JONES,
FRED. GORMLEY,
WILLIAM WALLACE, *Secretary,*

President Voll replied:

Philadelphia, September 13, 1920.

Mr. William Wallace, Secretary,
Branch No. 60, Terre Haute, Ind.

Dear Sir and Brother:—Yours of September sixth with enclosure of protest by Branch No. 60 against the wage settlement negotiated at the Final Wage Conference and setting forth the Branch's reasons in detail for its action, has been received and noted. In reply thereto, it is to first remind the membership of Branch No. 60 that there was no warrant or no justification for such an unusual procedure, either in law or in practice of the association, regardless of what may be said, or has been said to the contrary.

In the very first paragraph wherein you say the settlement is not in harmony with the demands of the highest tribunal of this association, our national convention, we say that it is and particularly so with the deliberations and actions of the convention, in that not only were substantial gains secured in all departments but the settlement came more nearly conforming to the request of the convention than any conference for the past sixteen years. Moreover I doubt if there has been a wage settlement in another industry at another time that has as nearly conformed to the requests of a convention as the settlement we have just concluded in our industry, and which was accomplished in the face of most difficult problems. The second paragraph contains statements that cannot be borne out in fact and one in particular that every member of the association knows to be not true; that is, that the recommendations of the advance committees are considered as instructing the officers. Never in the history of the association has this been true or so construed.

The next statement is that the officers would go to the conference and get what the convention demanded even though it caused a break. This is not only erroneous but shows every evidence of wilful misconstruction as a careful and thorough reading of the minutes of the convention will prove, for should the officers have made this statement unequivocally it would have been equivalent to repudiating our system of collective bargaining. The other statement in the paragraph, that on the tenth day, Delegate Fowles' motion to instruct the officers was not seconded for the reason I immediately remarked the officers would stand on the recommendation of the convention, is both absurd and ridiculous, for this reason; first, that statement was not made and I hereby quote my remarks in full:

"In my annual report I said we believed we had placed ourselves in such position through our work, together with the development in the glass industry and the demand that has been created for ware, that we can get a substantial increase in wages; and when the question was being argued on the floor here the other day we said we felt absolutely confident of it. I may say to you now that we have had some lines out for a long time—that is what you put me in this position for, and when I said I thought we could go to the conference and carry out what the convention recommended, that is what I feel we can do and what we will do. We will have something more to say on this subject before we adjourn, and I shall want to ask all the delegates what they are going to do if certain things happen."

These remarks were not made until ample opportunity had been given for seconding the motion. This was not done, no doubt for the very good reason that on two previous occasions the convention passed on the matter of instructing the officers in the Law Committee's report; the resolutions so instructing being defeated in each instance, neither one of them having had a champion. In addition, four or five speakers advocated instructing the officers while the debate on the wage question was on; one of whom was a member of Branch No. 60. However, no consideration was given to such talk by the convention, for it was not ready to destroy the only effective method the wage earner has for obtaining a semblance of justice in industry. And in connection with this, nowhere did the officers pledge themselves to obtain all the convention requested. In closing this paragraph, I would advise the members of Branch 60 to read every word I spoke during the proceedings of the convention so that the fallacy of the representations that have been made can be clearly seen.

Regarding the Cherry bottle, we recognize the truth of the statement. However, the manufacturers stated no bottle had been presented to the May Conference and they would refuse to grant an increase of five per cent. on the Cherry Bracket without the bottles that were to be increased being present, as none of them knew anything about it, and had we insisted upon action our resolution would have been voted down, thus precluding the obtaining of a settlement locally that would result in raising the price of the bottle.

As to the fifth paragraph, I do not know that my words regarding off-ware in the Final Conference minutes is a repetition of last year; if they are, it denotes my absolute recognition of the justice of our claim and the serving of the second notice that we expect some good results from the repetition and which I may add is already bearing fruit. If as you state there is excessive loss of ware at Terre Haute and the branch takes up the matter in accordance with law and practice of the association, it will receive the same backing and the same consideration as any other branch; no more, no less, and this will be in conformity with our laws and our practices of the past and of which the branch, I am sure, is familiar.

To comply with your resolve would be in the nature of committing an industrial crime in that there has been no violation of law or maleficence of office to warrant such a procedure; furthermore to do so would be a violation of our obligation and the fundamental law of our association.

Fraternally yours,

[Signed] JOHN A. VOLL, President.

P. S.—It may be of interest to Branch 60 to learn that numerous branches, including the largest ones, have highly commended and congratulated the officers and conferees upon the final wage settlement.

Branch 60 then sent this communication:

BRANCH NO. 60.

Terre Haute, Ind., October 27, 1920.

Mr. John A. Voll,
Philadelphia, Pa.

Dear Sir and Brother:—Yours of September thirteenth in regards to Branch 60's protest against wage settlement negotiated at the Final Conference, setting forth the branch's reason for protesting, has been received.

Branch 60 not being satisfied with your actions instructed this committee to draw up a reply.

In the first part of your communication you state that there was no justification for such an unusual procedure.

The loss of all our demands except fifteen per cent., we feel, is ample justification for our actions.

We maintain we have not violated any law on procedure, but have complied fully with our constitution, which gives us the right to protest and petition the trade. Allow us to call your attention to Section 2 of Article 3, and Section 4 of Article 3; also Section 11 of the by-laws.

We demand that our protest be given the consideration the law provides.

GEO. GUTHRIE,
FRED. GORMLEY, } Committee.
FRED. FELTON,
CHARLES JONES,

President Voll replied:

Philadelphia, November 1, 1920.

Mr. William Wallace, Secretary,
Branch No. 60, Terre Haute, Ind.

Dear Sir and Brother:—I am in receipt of a letter under date of October 27th signed by a committee composed of Brothers George Guthrie, Fred. Gormley, Fred. Felton and Charles Jones, which reads as follows:

> "Dear Sir and Brother:—Yours of September thirteenth, in regards to Branch 60's protest against wage settlement negotiated at the final conference, setting forth the branch's reason for protesting, has been received.
>
> "Branch 60, not being satisfied with your actions, instructed this committee to draw up a reply.
>
> "In the first part of your communication you state that there was no justification for such an unusual procedure.
>
> "The loss of all our demands except fifteen per cent., we feel, is ample justification for our action.
>
> "We maintain we have not violated any law or procedure, but have complied fully with our constitution, which gives us the right to

> protest and petition the trade. Allow us to call your attention to Section 2, Article 3; and Section 4, Article 3; also Section 11 of the by-laws.
>
> "We demand that our protest be given the consideration the law provides."

In reply thereto, I am not at all surprised that Branch 60 is not satisfied with my actions; in fact, the branch has not been satisfied so far as I can remember with any action of the officers of the association in the past ten years, and to have agreed with me in this instance would have broken its record for inconsistent opposition. I repeat again that the proposed action was an unusual proceeding, not in conformity with law or practice, and this later lame attempt to bolster it up simply changes the complexion of the thing from the ridiculous to the farcical.

There has been no violation of law so far and the branch is within its right in entering protest. It was the proposal included therein that we pointed out in our previous letter which was not in accord with law and procedure. The clauses as cited in the constitution cannot by the widest stretch of the imagination be made even into a technical cause for upholding and carrying out the proposal as made, much less as a mandate for the arbitrary demand contained in the letter. Not one word or one line cited in the clauses have any reference to it whatsoever, and the assumption of authority by the branch to read into the law what is not there and then construe it for the purpose of demand is going beyond the bounds of both law and reason.

Your branch knows what its recourse is if it is not satisfied with the action of the officers in the last wage conference. It has entered its protest and if the officers have been guilty of neglect the branch can bring charges that will be heard in the next convention.

Fraternally yours,
[Signed] JOHN A. VOLL, President.

After he had read them to the delegates, President Voll continued:

Now Mr. Chairman and delegates, I wish to rest the case, for the time being, of myself and the other officers of the association and give representatives of those branches a chance to convince this convention that their action was right and that the action of the President and the Executive Board was wrong. Then we may have something more to say.

Vice President Maloney: Gentlemen, you have heard the President and I will ask any delegate who has a desire to speak on the subject he has presented, to do so. We are ready to hear from everyone who wishes to speak. It is well to pay attention and take the word back to the trade. You men are leaders in your different localities. If you were not, you would not be sent here. The men and women who sent you here have full confidence in your honesty, your ability and your sincerity and until the next convention in a measure you will be officials of this union.

Delegate Edwards, Branch 60: May I ask for a point of information—Was it within the bounds of propriety for the Terre Haute Branch to enter a protest?

Chairman Maloney: The President answered that in a letter and stated that it was within their rights and province to protest.

Delegate Edwards: According to the communication, there has been no violation of law; we were within our rights when we entered the protest. The protests which come to this convention from year to year are merely protests. We thought that to a protest no consideration would be given because the agreement had already been made. Previous protests have been read to this convention the same as this one. So far as talking on a protest is concerned it is absolutely useless. Branch 60 did not see fit to bring charges against the officials and I believe what is stated in the communications in regard to the loss of everything except fifteen per cent. is pretty accurate. The part I want to discuss is constitutional clauses. Section 11 of the by-laws says that no individual or branch may circularize the trade without permission from the President and the Executive Board. That has been complied with. The request went to the national office. If it hadn't gone there and we had circularized the trade we would have been fined one hundred dollars or expelled.

In another section it says that 'one-third of the branches may call a special convention.' Now there is a constitutional provision which prohibits branches or individuals from circularizing the trade. These petitions were submitted to the national office. They didn't see fit to present them to the trade. Now, regardless of how farcical it might have been or how nonsensical, the President has said that the protest was within the law, so when we offered this petition to the trade we were within due bounds. We submitted the protest to the opinion of the Executive Board and they did not see fit to circularize the trade at our request. By that provision of the constitution it seems that a branch has no right to circularize the trade when not in conformity with the opinion of the President or Executive Board. If that be true what right have we to petition the trade so as to get one-third of the branches in good standing to unite with us to call a special session? The protests as entered here will stand, as I see it, if the convention does not take action otherwise, and I don't see that there is any use in discussing the action further. It has been conceded there was no violation of law. It is only a request for a special session of the convention. I don't know that I have anything further to say on behalf of Branch 60 and their protest. I personally feel they were within their reasonable rights. It is not the first protest that has ever been entered here against the wage settlement, although it has been said that it is unusual.

Delegate Guthrie: Brother Edwards has covered the ground pretty well. We know how it is when the last hours arrive. Had this come in with President Voll's report the delegates could have gone over it and if they had thought well to recommend a fine on the branch, with the proper committee they could have done it. If we are wrong the constitution says "the President has the right to fine or expel." Why weren't we fined or expelled if we violated any fundamental principle of the constitution? We thought we had a right to enter that protest. Today I hear several protests recorded. I know Branch 60 does not sound very well in the ears of some of our officials on account of some things that have transpired there but I don't think it is altogether because of machine men. I think in times past they were repudiated, or at least statements were made against them. If we are debarred the right to enter protest against that settlement, I know we have collective bargaining but I don't believe it means collective giving. I realize we can't get all we ask for and that a good bit has been asked for in this convention. I realize we can't get it all. Any man who understands collective bargaining knows we can't. I don't care to go into details. These brothers have been attending conventions for years, they know whether we violated the law and they also know that President Voll had a right to place a fine on Branch 60 or expel it. There was some other trouble in Terre Haute and some insinuations went around but no proof that machine men possibly were influencing some packers. To my mind no man did that. I say that was circulated around, just here and there you would hear it. I want to say further on behalf of our branch, that Delegate McClain was the only man who took the floor and opposed the protest. He did that and with all due respect I want to say that. Executive Officer Roberts, I believe, pointed out that it was a good settlement; but outside of that I can't recall that here was any opposition to it. I don't know what action the convention is going to take, it is immaterial to me, because it is in their hands, it's their party; but if they see fit to levy a fine on Branch 60, well and good, we will take our medicine and pay the fine. But I want to say this, if this agreement that has been made by the convention relative to the conference is not carried somewhere I believe there will be a protest from this branch again.

Delegate Mathias: We sent that protest from Olean. Our delegate came back and said the convention went on record to accept twenty-five per cent. increase or nothing. He claimed a delegate asked if they could work for a firm under protest, and President Voll said no, they would either have to take twenty-five per cent. or quit, and we wanted to know why.

Delegate Abling, Branch 27: Our delegate told us when he came back that we were going to get twenty-five per cent. increase and seventy-five per cent. of off-ware.

Delegate McClain: I expected this, in a certain way. When the protest came up in Branch 60 I took the floor in opposition to it, first because it was called in a special meeting and while they had some information there I felt they did not have as much as it would be possible to get. Branch 60 had a conference at the wage conference and he had just arrived in town, the next Saturday night would be the regular meeting and I thought we should first hear from our conferee before any protest was made. But the branch didn't see it that way and the protest went through. It came up afterwards on a second request and I opposed it at that time. My reason I based on my experience in the business to a certain extent. I not only have been honored by being a conferee of this organization but also served in the same capacity with the Flints when a member of that union and I know from experience what the officers have to go up against. I tried to make that clear in our branch. Personally, I believe every man has a right to express his opinion. One trouble is that men don't express their honest sentiments, they play to the galleries and go over the top, which isn't right. This did cause considerable discussion and hard feeling in Branch 60. I understand that we have a perfect right to protest the settlement, but further along we demanded that our protest be sent to the trade and it was based on a constitutional law. I believe if one-third of the trade protests the settlement it is necessary to call a special convention. Well, Branch 60 is not one-third of the trade and my conception of that law is that at least one-third of the trade would have to protest before a special convention could be called. We had considerable discussion. There were quite a number of members at the meeting but not as many as should be there in proportion to the size of the branch and the number of men involved.

Delegate McDole, Branch 56: Brother Cornelius came back and reported that we were to receive an increase of twenty-five per cent. We held a special meeting and I think our committee was appointed, but about that time the factory closed down. Not many of our members live there. I went away. We didn't start until the 15th of September and when I came back Cornelius and Cannon had left and I didn't hear anything more about the report.

President Voll: The statement that has just been made is one of the reasons why we brought this matter out in convention. I realize that some delegates when they return to their branches do not report the action of the convention as it actually occurs, but construe it to suit themselves or in accordance with the propaganda they want to foster. It is evident this morning, from what has been stated, that was done last year. However, don't let your minds be confused about placing a fine on the branch in Terre Haute or doing anything which will put it out of the organization, or expel it. I did not say anything about that. When I presented this to the delegates I asked them to sustain the action of the President and the Executive Board if they approved our decision. I did not criticise or condemn Branch 60 in any way. So don't let your minds be confused by anything like that.

As to the section of the constitution which Delegate Edwards quoted, it was recognized when this law was made that if any injustice was done, thirty-three per cent. or more of the branches would rise of their own accord and ask for a special convention. But in order that insidious propaganda which had been put forth to overturn the laws of this association and change its form of government could not be continued, that law was adopted. It also says that no member or branch can circularize the trade but that has been done to some extent. We so far have overlooked that because we recognize that some men are innocent while others do it for the purpose of insidiously tearing down and carrying this organization over into political action and changing the form of government of our country as well as of our organization. I have here records of our conventions during all the past years. It is too much to read those to you or to go into detail, and it is too much to tell you about the actions of the past, but the records are all there.

What I wanted to bring to your attention especially was not the protest that was entered to the wage settlement but the motive behind it and as Delegate Guthrie says, if certain things are not corrected they will do it again—which is in line with the propaganda that has been circulated to prejudice the minds of our men and to mislead the unthinking. I say again that letters have been sent out by individuals to so influence men. They were sent out last spring and were brought to the attention of the Chair by a few men. We didn't say anything about it because we realized the necessity of harmony among our members everywhere. We waited until an opportunity presented itself. We expected that the charges which were made in this correspondence would be made here in convention, but they were not. Section 11 of the by-laws relating to insubordination and penalties, provides that any member or branch sending petitions to or circularizing (and a letter is a circular) the trade without the consent of the President and the Executive Board shall be fined One Hundred Dollars for the first offense and be expelled for the second.

More than thirty years ago a president said: "There will be an increase in wages this year and no apprentices or we won't work." That was carried out. This organization split in two, and was badly defeated, and at least seven hundred non-union men were taken in. It took many years to repair that break and lots of sacrifice and much money; then this constitution of ours was so written that it could never happen again. You put me here to carry out the provisions of this constitution, to warn and protect you, to take care of this trade, and to do it all in accordance with our fundamental and statutory laws. Yet there are men in this association who would set aside the law and seek to create prejudice and, by insinuation and misrepresentation, inflame honest and well-meaning members into thinking that something was wrong so that they would be ready to follow the lead of those who care not what the final outcome might be. Such men propose impossible and impracticable things and advocate everything radical, even though they know it cannot be obtained. It is all for the purpose of getting into the minds of men the idea that we ought to have these things, whether they are practical or not, and whether our association can get them or not, and then say, what's the use of belonging to the association if you can't get any protection or your officers won't call the men out?

Gentlemen, these tactics have been going on for a long time, even when former President Hayes was here some delegates went to their branches and said they couldn't get a fair deal in conventions and didn't get a chance on the floor, which was never true. President Hayes was a fair man, and when I came into this position I believe you will agree that the doors were wide open and there were no restrictions. The result was propaganda which continued until it wound up in the rump convention in Chattanooga, the most dangerous thing that has happened in the association in the past thirty years.

They tried to settle the wage question there, and effort was made to instruct the officers, which meant the destruction of your organization, or a partial disruption or split. I didn't say anything in Chattanooga because I knew the trend of men's minds. I have studied some since I have been in this labor movement and pride myself on knowing something about psychology and how men should be dealt with and handled, and what are the best interests of the association and how to act in order to protect these. There were good men who came to me and some of our officers last summer and wanted to bring that thing up in convention but I said, "No, it will only cause a division. It will do the very thing that some want, and prolong this discordant action for years to come and may injure the organization beyond repair." Those men did not agree with me at the time but they said, "You are President and we bow to your will because we feel you are the person who is responsible." They now agree we were right. We knew there were good men in that convention who would stand to the last for this association, and that nothing sinister could be done. But something might be attempted which would set the men into flame and over-ride the will of the convention, unless there was agreement made and drastic action taken on that rump convention.

I know the men who were there and the position they took and the attitude they assumed, and I want to say again that Delegate Guthrie's declaration here is only serving notice that they will continue to carry on what they have been doing for the past number of years. Their protests are full of misrepresentation, but they have a right to protest and nobody denies them that right. But it was unlawful to demand that the President and Executive Board should send out their demand for a special convention in October. Do you realize what would have happened if that had occurred? Can you picture what would have happened if your officers had gone to the wage conference and laid down the ultimatum of the convention to the manufacturers' conferees and they had said "No. There will be no wage settlement." Then we would have called a special convention on October 25th, or whenever it may be. By that time thousands of men were out of employment; by the latter part of November two million men were out of employment in this country, and instead of obtaining an increase in wages we would have had to take a reduction from the previous year's list.

The whole effort of this propaganda has been to refer matters to the rank and file, with a few men performing the duties which the association charges your officers with, so that the designs I am telling you about could be consummated.

What does this constitution say? If any one of your officers has done anything detrimental or contrary to the best interests of this association, or has not performed his duties in accordance with the laws and for the best interests of the association, charges can be brought against him and they must be heard at the next convention. In addition to that you have the recall. Every year we must answer and that recall is one of the greatest things that could happen in a well regulated democracy.

This is not a crazy democracy such as the one big union and bolshevism. This democracy of ours is based upon the fundamental principle of representative government which has been found in one hundred and fifty years of experience to be the best that the world has ever known. Yet there are men who would destroy it. There are a lot of innocent men too who are misled. Those men whose object is destruction, come to conventions or go elsewhere in branches and appeal to over-ambitious men, who are sound otherwise and believe in the organization, and, naturally, to gratify their ambition, for the time being they are misled. Don't misunderstand me, that a man should not have ambition; I wouldn't give a cent for a man who hasn't ambition, he is not worth a picayune to himself or to society. But let a man fulfill his ambitions and rise by honorable and constructive work.

Then there are a few other men—among them the egotist who values his self-importance and believes that his ability and his light (if he has any) so shine and radiate that he could rule the universe by a wave of the wand. His fellow workmen regard him the same as the village character who is the butt of all jokes. But such a man is to be pitied rather than condemned.

I ask this convention to uphold the action of our association, expressed through its president and other executive officers, in refusing to send that demand out or to call a special convention. I do not ask that Branch 60 be fined. I don't condemn any members of Branch 60. But let me say this to you, and I trust you will all carry it back and that it will appear in the minutes so that every member can see it—the president has been very patient and lenient about things that have been done and said, but especially so as to circularizing the trade in sending out letters for the purpose of creating dissension, taking it into a branch by some one man, getting that man to impose his views because he belongs to a clique. Gentlemen, there is one particular method by which an organization can be destroyed and that is by forming a revolutionary clique within it, and that is the object of the propagandists. That cannot be permitted.

Let me say again that the President has been patient. He knows the weaknesses of men and believes that in their hearts all men have some good and most men have all good and mean well, but he believes in holding this organization, not only intact, but with the greatest harmony among its members, because if we don't function in that manner then the open shop and other insidious movements with which we have to contend will disrupt it and resolve it into something else, which is the motive and the object of some of the propaganda.

We have been patient, but let me say this, that if there is any more circularization of this trade, by an individual or a group, or branch, or whoever it may be, if I am president they are going to be expelled. We have been patient long enough; it is our duty to protect this association, and we are going to do so. (Applause).

Delegate Guthrie: I would like to have permission to read an extract from the minutes of the 1920 convention that possibly will explain why Branch 60 felt as they did about expecting an increase. On page 136 President Voll says: "However, if this convention says that there shall be an increase in wages your officers will present that and I feel that at least twenty per cent. and perhaps twenty-five per cent. may be secured, but again I doubt the wisdom of asking it in the Machine Department." Then Vice President Maloney said this: "There should be an increase this season and I agree with President Voll that the amount he mentioned can be secured by any officers who go to the conference, and it should be brought back to the members of this organization."

Yon can well understand when that report came back as to the increase in wages Branch 60 naturally expected to get it. Further than that a brother made a statement (I haven't time to look it up) that if there was a demand for twenty-five per cent. increase the men back home should stand by it. If I had known about this coming up I could have looked up the minutes. I think those extracts from the minutes are important and that is the word he gave when he went back home."

Delegate Ebbert: In the 1920 convention the wage question was thoroughly discussed and the dangers pointed out by our officers in regard to the increase asked for. I believe President Voll said he didn't think it was advisable to ask for twenty-five per cent. increase on the machine. Nevertheless, after discussion, he also asked in the event that twenty-five per cent. was not secured and the men went back to work in various places for a less increase in wages than that demanded by the officials, or if they couldn't get the twenty-five per cent. increase and the men went to work for less, had he the assurance of the co-operation of the branches in support. The delegates arose all over the convention hall and pledged the support of their individual branches. If that method of procedure had been allowed to continue that convention would have been in session a week longer. I made the motion that as we had taken action and gone on record asking for a twenty-five per cent. increase in wages, we now go on record and pledge our loyalty to the officers and the association that if when they present our demand in conference, as directed, it is not accepted and a break comes, we now pledge our loyalty to the officers and the association. That motion was seconded and put to the convention and a rising vote being taken, showed it unanimously carried.

Chairman Maloney: The Chair desires to say that as to any officer who may represent this union not only in these days but in days gone by, the record speaks for itself. This entire industry, branch and individual, if ever a break came always stood true, always!

Delegate Swain: I offer the motion that this convention now go on record as sustaining the action of our officials in refusing to call a special convention, and also as commending them on the settlement made last season.

This was seconded by a number of delegates. The discussion continued.

Delegate Dall: Branch 9 is heartily in favor of that motion. If my memory serves me correctly, when the two list committees in Chattanooga reported for a general increase of twenty-five per cent. a delegate from Branch 60 talked against it. He is sitting here now. He said they wanted twenty per cent. It is beyond my comprehension why a branch would send in a protest for not getting twenty-five or thirty per cent., or whatever it was, when on the floor of the convention they were absolutely opposed to the recommendations of the two list committees for an increase of twenty-five per cent. Branch 9 sent a letter of commendation to the officers for their excellent settlement. I believe it was a good settlement. I wanted twenty-five to thirty per cent. increase and was sincere in that but am satisfied our officers did the best possible.

Delegate Tyler: There were a few men in Branch 26 who were not satisfied with the settlement last year, but we could see in Rochester the conditions in industry last July or August and the situation around our factory. They began first to shorten hours but not lay off forces, then they began to lay off forces, and along about the middle of August they were laying them off very fast, and I think that showed the men who were dissatisfied with the settlement that it was a just one and that our officers were looking to the future of this trade. Some of us didn't believe in the wisdom of the settlement at first. Some members didn't believe that the industry with the evolution of machinery would stand an increase of fifteen or twenty per cent. Conditions in industry in our country and elsewhere have changed and we have had to meet them, and I believe our officers look to the future of the organization. Away back in 1916 in the convention at Atlantic City I was stood on my head, so to speak, they did everything but throw me in the ocean when I proposed two men on one machine. I didn't have a minute's peace over that, I had more trouble with delegates than with mosquitoes; I was pestered to death in the hotel, on the boardwalk and everywhere else; and it certainly did me good afterward when some members in convention got up and approved of the work on the machines and said, "It was so good."

Delegate Mutchler: I was intending to speak but Delegate Tyler has expressed my sentiments.

Delegate Bugher: Some delegates brought a report to me last year that the officers would absolutely guarantee us twenty-five per cent. increase in wages. We took that at its face value. The rest of the report didn't amount to very much but they wanted to impress on our minds that one thing, that we were going to get twenty-five per cent. or nothing at all, and when the final conference report came out as to the wages we would receive, twenty-five members of our branch were in session for five hours and a half and that's all they talked about. President Voll warned us about propaganda. I want to say that I have seen more of it in Montreal than ever before in my life. I think a man who carries talk to anybody is getting pretty low. He creates ill feeling between the man in the chair in a responsible position and individual members. If the officers don't do what I want I will go to them myself and say, "I don't like your decision but I am not going to try to create dissension."

President Voll: Delegate Guthrie has spoken about the minutes of the 1920 convention. Now I want to advise Branch 60 to read those minutes carefully. There is nothing in them that commits the officers and nothing was done in convention whereby anybody was guaranteed that the officers would get the increase asked for. As I said before, if that guarantee had been made it would have been by the convention instructing the officers absolutely, and the convention did not do that. Your officers felt that the time had come for a substantial increase in wages and that was obtained. In fact I think we got twenty-five per cent. on the colognes, didn't we?

Delegate Dall: Correct.

President Voll: When I was in Branch 9 in Baltimore in the spring, the man who was the greatest agitator for an increase told me he thought he ought to have twenty per cent., and now he is asking for forty per cent. I think Terre Haute had a request for twenty per cent. last year.

Delegate Guthrie: Twenty-five per cent.

President Voll: Well, whatever it may be. I said I doubted the wisdom of that increase in the Machine Department. Let me say that when after eight days in conference we had secured twenty-five per cent. increase on colognes and twenty per cent. on the other classes of ware and some other concessions and came down to the machines, at the last proposition they made we went out; that proposition was "either accept or we break, we have gone as far as we can go or will go, and while you might force us to pay that money which you are asking for at present, it may not always last." It wouldn't have lasted, either. We made that settlement and were glad to make it.

Vice President Maloney: I naturally had a desire to speak on this question, but will not take the time now. President Voll has talked plainly and has covered the subject.

There were repeated calls for the question. Executive Officer Roberts asked for the floor. Vice President Maloney said: I would like to talk too but the convention is tired and the delegates desire to conclude the business, so we will put the motion.

The motion that the convention go on record sustaining the action of the national officers in refusing to call a special convention, and also commending them on the settlement made last season, was stated and carried by an unanimous vote.

INCREASE IN OFFICIAL SALARIES.

President Voll resumed the chair and said: It has been stated to me privately, and Delegate Bugher referred to it on the floor the other day, that the increase in the salaries of the officers, unless certain things could be done, might create dissension or at least some dissatisfaction unless there were corresponding increases in wages. I am not going to say anything more about that. I covered it fully in a previous talk; but on what has been brought out, Vice President Maloney has some information that may be helpful to the rank and file and possibly to some delegates also.

Vice President Maloney: I have a lot of data in my hands but I will not encroach on your patience or good will by taking more than ten minutes, maybe not that. The other day I sat down for a half hour or so and went through a couple of our official reports and the result of delving into them was contained in my remarks Tuesday concerning the amount of the increase, in actual money, which was secured last summer in the wage conference. I know that men are vitally interested and properly so in the finances of the Association. Unless the membership has confidence that their money is handled economically and carefully, naturally distrust will creep in. So it is of vital importance that the finances of a trade union should be most carefully looked after and guarded. I have here in my hand two of our quarterly reports. These are all I have, if I had the four which are issued during the year my figures would be exact for the year; but they are exact for the periods covered by these two, and can be extended to include the other quarters, by estimates.

I find February 28, 1921, that the total expenditures for the preceding three months were $13,635.84. Officers' salaries for that quarter amounted to $2,950; their expenses to $4,300.48, making a total of salaries and expenses of officers during those three months of $7,250.48.

Now here is the next quarterly report: May 31, 1921, total expenses $13,696.38. You see there wasn't very much difference. Let us suppose that for the four quarters the expenses will approximate for each one something about the same amount. Figuring on that basis the total expense for the year, your officers' salaries, officers' expenses, everything else remember—office rent, printing, conference reports, telephone, telegraph, expressage, American Federation of Labor delegates, American Federation of Labor per capita tax, the stenographers in the office and here, expenses in conventions and everything, according to these two reports would be $52,277.52.

I thought that possibly in the first two quarters there might have been somewhat greater expenses, so I approximated the entire expense for the year at $57,000, just added $5,000 to the $52,000. Now the entire income for last year was $147,881.62. That was the income and these figures are exact, because they are taken from the reports of the Secretary and Treasurer which have been presented here. Now subtract the $57,000 for carrying on the work of the union, officers' salaries, rents and everything else, from the total received and it leaves a balance of $90,881.62.

STRIKE EXPENSES, 1920-1921.

Vice President Maloney continued: A large portion of that money was spent naturally in the strike in Gas City and Alton. Your Secretary and Treasurer show an increased balance this year over last of $35,272.97, even with the expenditure of money in that strike last summer. If this trade of ours was working the entire past season, in that treasury today in my judgment there would be over $320,000 and that on only an assessment of two per cent.

I want to bring to your attention for your information the methods used in handling the strike money. I, primarily, and Brother Roberts were responsible for that expenditure of about $170,000 or $175,000. Possibly forty or fifty thousand dollars of that was sent to me, the balance to Executive Officer Roberts. Most of it came in $10,000 checks. The checks that came to me I merely endorsed—wrote my name on the back of them and turned them over to Brother Roberts, if he were there, or Charles Call, who sits here in convention, and that check was deposited in the bank. Brother Roberts did the same with checks sent to him, endorsed and deposited them; the bank account was in his name. We had matters arranged so that Brother Call could draw on that account—he was the financial agent and is a man of very high character and ability, of high standing in the community out there. I might add incidentally that after the strike was over he was blacklisted.

I spent personally during those fourteen months of strike about $1,200 or $1,400, that is all, and when I wanted money I had to go to Brother Call or Brother Roberts. I don't believe Brother Roberts spent half that much personally. It devolved upon Brother Call, he having been expressly appointed by the President, assisted by Roberts and myself, to pay all bills, grocery, butcher, drygoods, dresses for children, shoes and stockings, church dues, everything in fact that enters into the necessities of a household, coal, general expense bills and so on—the many details that enter into carrying on a strike.

I told you the other day just how much in money this fifteen per cent. increase amounted to—$914,246. These, my friends, are the exact figures that I have given you. Any man here can figure it out for himself. The salary increase that has been granted here is very kind, as President Voll has said, and is appreciated—but money does not mean very much to me, I never was greedy for it, and I don't believe any man on this Executive Board is; all we want is enough to live on, and most laboring men are the same. May I remind you that in the labor movement the man who takes care of your money who goes wrong is the exception; indeed I don't know of any at this time, not even one, who has betrayed the trust reposed in him; but look at banks and building and loan associations and compare that record with the record of those in whom we place our trust. It is said that in most penitentiaries they have a bankers' row. I do think that the trade union movement deserves great credit for its methods of handling money.

As Secretary Jenkins called to your attention, every dollar that is sent to him during the year is accounted for in his annual report. For instance if Branch 2, we will say as an illustration, sent

$100 to him, that will show in that report. There is a check upon him, you see. All the secretary of that local branch has to do is to look into that report, he knows what he has sent. If he sent $100 it has to show there. There is an absolute check on every penny. The methods which have already been explained to you are the most simple that could be devised or put in use by any institution.

Salaries in Other Unions.

Vice President Maloney further said: I want to call your attention to a few of the salaries paid officers in other unions, not by way of comparison, understand me, because I don't want any more salary, I could get along on my past salary easily—I have no family to support, no wife and children, but these other men on the board have and it costs money on the road and at home. When I was working in the factory I could save money, but it's another matter on the road; one has a great many more expenses. I am going to cite some salaries that are paid to officers in other labor unions: Warren S. Stone of the Engineers' Union receives $25,000 a year; Mr. Lee of the Trainmen received, I am told, $15,000 a year. A few years ago he was paid $10,000 a year and they had seven vice presidents who were paid $7,500 each.

President Samuel Gompers of the American Federation of Labor receives a salary of $12,500. Brindell of New York, President of the Building Trades, received $15,000 and had a couple of automobiles.

For our hotel expenses we are allowed, when traveling on the road, $5 a day. The machinists are allowed general expenses of $8 a day; American Federation of Labor Organizers $8 a day; carpenters' officials $7.

Let me say, my friends, and this is all in the way of information, remember, so that if you are asked about these matters you will be in a position to tell the facts as they were stated by Secretary Jenkins, every man from the President down who does work for this union of ours must pay regular assessments the same as anybody else. No question about that. Furthermore there are itemized reports made every year of each officer's accounts, every penny he receives must be accounted for, and that is sent out in a pamphlet, with enough copies for everybody. Ours is the only union that I know of which goes to that extreme and sends out to the individual branches and members an itemized account of the expenditures of its officers and organizers—the only one.

An organizer of the American Federation of Labor receives $116 a week—$10 a day, wages; and $8 a day for hotel expenses. That is entirely aside, remember, my friends, from his railroad fare, telegrams, telephones and such incidental and necessary expenses.

I hold in my hand a report of the Executive Council of the American Federation of Labor and I desire to quote from it certain expenditures that were made by labor unions to carry on strikes last year. We have been very fortunate in the past twenty years in that we have had to expend very little money in strikes. This past year has been the greatest since 1900, when in the Minotola strike $230,000 were spent. Last winter I met a member of the Machinists' Union and was speaking of the money we had spent in those strikes and he said: "We spent a million last year." Now the Boilermakers last year spent $408,467.30; the Cigarmakers $910,970.11; the Plumbers $372,861; Hotel and Restaurant Employees spent $112,742.72; Railway Employees $134,026.80. (This is from the national union, outside of what the locals spent and took up in collections—and you men know something about how that runs up.) The Tailors, which is a little bit of an organization, spent $121,065; United Mine Workers spent $3,000,000, and the Moulders $956,000.91, making a total of money expended for the carrying on of strikes—carrying on of battles to win victories and to impress on the other side that this is a righteous cause—$8,248,700.44!

I will not take up any more time. I just wanted to give you that, my friends, for your information so that when a matter of this character comes up you will be in position to answer questions intelligently. That is all I have to say.

The business of the convention having been concluded President Voll said he wished to make a few remarks while the delegates were all together. Vice President Maloney thereupon took the chair and President Voll in earnest words gave a review of the economic situation in the glass industry and of the problems which would likely come before the final conference and be met with throughout the trade, as follows:

ECONOMIC AND TRADE QUESTIONS.

By President Voll.

Mr. Chairman and fellow-workers:

There are a number of things that I wish to speak of to you before we separate, and for fear I might forget some I have made a few notes. We are about to part here. Our deliberations are almost concluded. We have decided what we are going to request in final conference, which is a ten per cent. increase in wages and some other concessions. We all know what the industrial conditions are in our country and throughout the world. We see reductions in wages being forced upon wage earners everywhere. We see in some industries as high as two or three reductions have been forced, until now the unskilled laborer therein finds his wages have gone down to twenty-seven cents an hour. We see the skilled men in every industry, even in the building trades, which are so extraordinarily welded together and so strong in finance and everything else; their wages are being reduced and men are forced to make concessions in addition; and we see the open shop drive being made in all trades.

We have watched the struggle to destroy organized labor throughout the country. We have seen the same movement trying to fasten its tentacles upon the church and upon christianity so as to deprive it of its potency, feeling that if this can be done then mammon and wealth will have full sway. They do this not realizing that if ever such a condition is brought about, wealth, so far as its ownership is concerned, will be wrenched from it in the twinkling of an eye almost, just as it was in Russia where there is a form of government so discriminatory in character that a man of wealth cannot vote or exercise citizenship in that country, and where men in some professions and in certain classes cannot vote or exercise citizenship with the proletariat; that is, the wage earners of the country. So that one dictatorship or one autocracy is just as bad, or possibly worse, than the other, no matter whether it is exercised by a czar, or monarch, or despot, or by the people who put somebody in to rule and to take charge and who, having greater knowledge and possibly more brains, can mislead and persuade people to his own way of thinking.

So at this time it behooves us all to give great thought and consideration and to have patience and fortitude toward the things that are going on in our country, in industry, and throughout the world, because if we do not, instead of bettering our condition it will be made worse, in spite of the efforts we have put forth and the sacrifices we have made and are willing to make again if need be.

We also bear witness that all our manufacturers can now procure methods of production by which, it has been demonstrated, they can do without us. There is no such thing as having to go to the Owens Automatic interests any more to plead with them for one of their machines on which to make bottles, and to pay them an agreed large royalty and then be only allowed to make a certain class of bottles. The Howard flow and other mechanical improvements which are coming in open the way so that all manufacturers can make use of this machine. And it is good that it does because it is going to prevent monopolization which big interests thought they were absolutely sure of. However, we realize what vast inroads are being made and how these machines are operating. We heard it stated on the floor of the convention the other day—what extraordinary ware was being made on the machine within a short time at Terre Haute, and the men who were being displaced by the machine. Our members there could not help but recognize its efficiency. Those men were not the only ones displaced. No. I have in mind a number of other places. We must keep in our own minds the fact that machinery can now be procured, if we are out of the plants and are not working, which will take our places and allow the manufacturers to do without us. In other places they will not employ us on machines. You know the efforts your officers have made; they have been recounted to you in more than one convention.

I feel absolutely confident that our manufacturers, both in semi-automatic machine and blown ware factories, under present conditions, cannot meet the selling price that can and possibly will be made by the automatic interests. So if they should cut prices you can readily realize where our men who are working in the hand blown factories will be.

You can readily realize also where our men who are working in the semi-automatic machine factories will soon be if the employers cannot meet some of those prices or come within some fair range. It will only create an incentive to install this cheaper method of production and so displace us.

I may say to you I was fearful during all the past season and particularly so after the slump came in the glass bottle industry, and the place I was most fearful of and yet which is the most diversified as a general whole plant than any other plant in the United States, and which, outside of the Illinois Glass Company, has the best selling agency in the United States, which does not do but a very little business through jobbers, but goes direct to the trade and sells its ware, which is an extraordinary firm and which has confidence in us and we in them absolutely, and which would not deal only through a method of collective bargaining—the Whitall-Tatum Company of New Jersey. I was rather apprehensive, I say, and some times a little fearful of what might happen there last winter because the Illinois Glass Company has established a plant within a stone's throw of Millville, and we know that company's methods. I knew that if they decided to go in and cut the selling prices of ware, part of that plant would go down and many men would be thrown out of employment.

The point I want to make is this: In the three-hour conference I had with a prominent manufacturer last February he told me they had just had a meeting the week before of their executive board, for the purpose of deciding whether it would not be better to cut the selling price of ware and thus stimulate the glass bottle business, but came to no decision. We then went into the matter and I explained that that would not stimulate the glass bottle business, and I don't believe it would, because in the past we have seen that it did not and we found that it demoralized the industry. I appealed to him and had in mind what would happen in a number of our plants, and I plead with him not to cut prices because it would do more harm to his interests and to the industry than could be measured. Whether my appeal had any good influence or not I don't know, but selling prices were not cut, but they have been maintained at least so far, and helped stabilize the industry up to the present time. How much further they can or will go I do not know.

I may say this. In the conferences that have taken place in the past few years we have impressed on the manufacturers the necessity for their own interests, from an economic standpoint, and not for our interests alone; the necessity of not looking at the Owens interests, or the interest of the Illinois Glass Company, or the Hazel-Atlas Glass Company, or the Thatcher-Baldwin, or the Baltimore firms, or the Whitall-Tatum Company and other firms, or Rochester, or wherever manufacturers may be, but to center all their efforts in one uniform and co-operative attempt toward the building up of the entire industry, whereby there would be justice in some semblance at least to all concerned in the industry. And we tried to impress upon them that if they did that it would not only stablize the industry and help everyone employed in it, organized and unorganized workmen and manufacturers, but in addition it would so raise the status of the industry and bring about such conditions that greater production would be procured out of the industry, with less men, and they would be in position to pay higher wages and make greater profit.

As I stated the other day, the automatic curtailed production during this slump, much greater than our hand industries, or in proportion much greater even than the Illinois Glass Company. It shows that the methods we have pursued and the economic proposition we have always kept before their eyes have at least their influence. And what we want to do is to try to equalize and stabilize things so that manufacturers will not start a price war and endanger all of us.

These things stare us in the face and I don't want you to leave the convention without knowing just what is going on and what we have to contend with. We know at this time that if no settlement is made at this conference it is going to be a pretty hard proposition for our members to remain idle any length of time, and especially when they see the spectre of the machine coming along and possibly taking their places.

I may say to you in addition that there were quite a number of men traveling during this past season; more came into the national office than ever before since I assumed the presidency. Scarcely a day passes but what some men come in there, inquiring for work. All we could tell them was that there wasn't any work. We talked to a great many of them—Secretary Jenkins talked to all of them; I could not because I was in another room, and of course you know one can't be interrupted too much. We have our work to do, just as the man on the foot bench, we have to do the work that is ahead of us. These men came in and gave expression to their minds and thoughts. Men who are out of work realize that they are in an unfortunate plight and in a bad condition. They would tell us where they tried to secure work other places but could not get any. And a great majority made this expression: "We believe if we hadn't forced or through conference got that increase in wages during the past season things would have been better and a great many more of us would have been employed." I disagreed with that immediately because I don't think it is a fact. It can't be borne out by facts or by illustration. But I want to bring that to your mind to show you the frame of mind those men were in who were out of employment and were traveling throughout the country seeking employment—and some of them with wives and children to support.

Now we are going to this conference. I have depicted to you to some extent the conditions. I ask you to revolve these things around in your mind and meditate on them. Take the subject up with yourselves in all honesty and sincerity and then answer these questions to yourselves.

If we cannot get a reasonable settlement from the manufacturers for you, what have we got to back us up when we go out into the highways and byways if we leave the conference without a settlement? What have we got to back us up outside of moral suasion? How much great strength have we outside of moral suasion? But you put us here to use that moral suasion and to rack our brains to try to educate the manufacturer, if you please, and to go along with this industry with the hope that the humanitarian principles that we have been trying to impress in their minds and pointing out to them for the past few years will develop some insight and some real feeling as to what is their duty as being the stewards of the industry.

Where there have not been agreements the past season, or where there were agreements and they were abrogated at the beginning of the season, reductions have been forced on the man.

In addition to that manufacturers of flint glass ware called the Flint Conference together in May and demanded a reduction, in the middle of the season. The Flints refused to give it to them because their contracts ran for a year. But our manufacturers did not call us together and ask us to reduce our wages in the midst of the season.

Now, I ask you again, any and all of you, to read the arguments that were made in the May Conference. They are not all in the report of the conference, not by any means; it is only a synopsis of what went on. Then I ask you again if your officers didn't hold up the position fairly, honestly and strongly against any reduction in wages? (Applause).

I noticed that during the debates all through the convention that there has not been a thing brought out here that your officers didn't bring out in that conference, and they brought out a great deal more. Now I want to say that we are going to the conference to fight in your interests just as hard as we did in the last one and in the May Conference. A great deal in our future conferences is going to depend on the respect and the high moral regard which the manufacturers have for those whom you send to meet them and the association as a whole—and this applies to them individually and in the different plants collectively. It is going to depend a great deal on that.

I hope you will carry these things back home with you and that when you talk in your branches and among your associates you will try to impress these thoughts on their minds.

Let me further say to you that stocks are not light, as was stated on the floor the other day. Of course that statement was immediately corrected by another delegate, who said their stocks were the heaviest in history. It is true stocks are light in some cases because of the curtailment in production; and it is true that the trade has picked up in the last few weeks, owing especially to the extraordinary heat that we have had. But so far as stocks being light, as a general rule that is not true. So that is another thing we must keep in mind.

Now all those men who operate flow and feed devices, or who have installed them in their plants, who knew the anxiety and the fear of the encroachment of this method of production upon their business and the danger of being driven out of business and losing all they possessed, and realizing that fear and anxiety on the part of the other men who hadn't such methods of production that they themselves have installed, are yet fighting for the right of all to live in the industry, and I give them credit for it. While there are other men who have installed these methods of production who are patting us on the back and patting our men at home on the back and saying, as we heard on the floor the other day, "It is not necessary to take a reduction in wages. It would be foolish to do it." And I don't think it will be necessary either if they will go along with us and not destroy the manufacturers who are suffering with us—if they will stay with the industry. But these manufacturers may say, "There is no use to do this," when they are driving you and these other manufacturers out of business. No; because that is their object. And after we do drive them out of business can we go and say to them, "You have installed these machines to take our places? We can't blow, we can't operate a semi-automatic. Here are other methods of production and you are using those and not employing our men. Now in order to offset this (although we did our part)—in order to offset this, employ us on these machines. Give us an opportunity to work at our trade in this industry, and let us continue this democratic method of functioning in the glass bottle industry in the future as it has gone on in the past."

Do you know what their answer will be to us? It will be, "The scrap heap for you!" "The scrap heap for you!" Just as it has been in Alton. Just as it has been in Gas City. Just as it has been in Cincinnati. Just as it has been in Bridgeton and Minotola. Just as it will be in other places, and just as it is in the Owens plants outside of Streator and Newark.

Now it is all right to sit in a branch at home and here in convention and say what we want and what we ought to have, and it is true we want it and it is true we ought to have it, and I say that the industry is able to pay it; but it is the selfishness of man and the ruthlessness of business in believing that in tearing down their fellow competitor they can rise on his ruin. They cannot do that. Neither collectively in business nor as individuals in society can they rise permanently on the ruins of some other man or some other institution. History proves that to be an absolute fact. For the time being they may be great and prosperous; they may have apparently taken a position higher and more remunerative than they had before, but there is a law of divine justice that as time goes on brings about a change.

We do not know what we are going to be able to do in holding conferences or in obtaining an agreement with the Owens people, so far as Streator and Newark are concerned; but we have hopes that we will have a conference and get another agreement from them. We are going to do our best—in fact, the conference is in the making at the present time and we trust it will be conceded to us.

So far as packers and the skilled help around the factory are concerned, I realize that some employers are going to do their utmost and refuse, if they possibly can, to enter into an agreement again with those workers who belong to our association.

So here we are with these conditions facing us, and it is a matter for all of us to look at. I want to impress upon you before we go, that regardless of these conditions facing you, we shall go to that conference, your officers whom you have elected, and give the very best that is in us. I only hope that the manufacturers will not try to drive too hard a bargain, because if they do there will be nothing left for us but to refuse to accept the bargain. In that there is not only danger but we are bringing hardships and sacrifices on the men and women in this trade. And then the other danger is of causing this trade and its membership to dwindle so that we will not have the strength and force and power behind us to carry on and function in the future. Possibly it might place us in such a position of weakness that we could not go on in the manner that we have. We should take these matters into consideration.

You may rest assured that your officers in going to the conference will use the best judgment of which they are capable for your interest individually and collectively, and they will use their best judgment too in the interest of the manufacturers and of the industry as a whole. Because hereafter we must center our efforts on building up the industry. Let the individual branch, the association even, stand aside if need be and work in the one common cause of building up the industry and making it stable, and we will be able to receive good wages and have good conditions, and the manufacturer receive a fair profit, and there will be a stabilized industry, functioning as it did before. (Applause.)

We have been here a good many days. There has been calm, dispassionate deliberation about everything that has been done. Nothing has been withheld. Everybody had their say. Some differences between us on experiences that have developed in the past year of our history, and many questions of policy have been brought on the floor of the convention and acted on. Now, as we are going away from here let us all resolve that these are things of the past and that our main duty now is to work together individually and collectively as men. Lay aside petty jealousies and ambitions, lay aside petty selfish interest and all those things and get together and forget those things that were between us and work for the common interest of the association as a whole and the individual membership and the industry. If we do that we will succeed, we are bound to succeed, no matter what the obstacles may be in our way, because in the history of the world right and justice and courage have always finally prevailed. That is the christian principle of the progress of civilization and that principle cannot fail because it is based upon divine principle and action. So in doing that we will bring something for ourselves and for humanity as a whole.

I thank you now for the increase in salary and for the consideration you have given me and my fellow officers on the executive board. We have about concluded and are ready to depart. I want to say to one and all that I wish you a safe journey home and hope that during the coming year prosperity may be ours; that this slump throughout our country and in our industry and throughout the world will disappear and prosperity take its place, and that we and all wage earners may be given an opportunity to earn a livelihood as we should have, and that during the course of this year you and your families may maintain good health and be able to enjoy the fortunate opportunities of our splendid country. (Applause.)

The beautiful and impressive service of installing the officers then took place, Delegate Fody reading the ritual, and each one of the newly re-elected officers once more took upon himself the solemn obligations of his office.

Delegate Ebbert, in a graceful speech, expressed for Branch 73 appreciation of the acceptance of its invitation to come to Bellaire for the convention of 1922. He also thanked the delegates who had graciously yielded their desire to have the convention meet in or near their branch, notably Millville, for which Delegate Barber did not present an invitation to meet in Atlantic City. "I thank you all," he said, "for giving Branch 73 a fair field. We will do everything in our power to contribute to the success of the 1922 convention and the happiness and comfort of the delegates when they meet in Bellaire."

All business being concluded, President Voll then declared the Forty-Fifth Annual Convention of the Glass Bottle Blowers' Association adjourned sine die.

Harry Jenkins,

Secretary.

REPORT OF FRATERNAL DELEGATES TO THE ANNUAL CONVENTION OF THE AMERICAN FEDERATION OF LABOR.

To the Officers and Delegates to the Forty-fifth Annual Convention of the Glass Bottle Blowers' Association.

GREETING:—The following is the report of your delegates to the Convention of the American Federation of Labor, held at Denver, June 13-25, 1921.

Five hundred and nine delegates representing ninety-three international and national unions, four departments, thirty-two state branches, one hundred and thirteen central bodies, forty-six local trade and federal labor unions.

Very able addresses were delivered before the convention by the fraternal delegates from the British Trade Union Congress and by the faternal delegates from the Canadian Trade and Labor Congress.

Pursuant to the law the Forty-first Annual Convention of the American Federation of Labor was called to order in Auditorium Hall, Denver, Colorado, at 10 A. M. by Mr. S. P. Oblinger, representing the local convention committee. A volunteer band from the different musicians' unions played America as the convention came to order. Address of welcome was delivered by the Mayor of Denver, Governor of the State of Colorado, the president of the Colorado State Federation of Labor and others. In reply President Gompers said:

Address of Mr. Samuel Gompers, President American Federation of Labor.

Mr. President and committee of the State Federation of Labor of Colorado: Permit me, in behalf of the Convention of the American Federation of Labor, to express to you the profound feeling of gratitude I know we all feel for the arrangements you have made so that these proceedings might be held in this dignified and lofty manner.

For the welcome which has been expressed and conveyed to us by the Governor of Colorado and the Mayor of Denver, and the magnificent address of welcome as well as the pungent points impressed upon the delegates, visitors and the public generally, no words of mine can adequately express what we feel.

W are here in Colorado, not only at the invitation of your State and city, but we are here upon the invitation of the men and women of labor of Colorado. And, responding to that, we come to Colorado because we wanted to come and because it is our right to come. And, as has already been stated, it is exceptional that the American Federation of Labor should hold three conventions in any one city, the conventions held in 1894, in 1908 and the present in the year of grace, 1921.

Well, we are here in Denver at our convention to greet our friends and meet with them and ourselves wide open to our enemies no matter whomsoever they may be.

This convention of the American Federation of Labor, like all of its predecessors held either in Denver or in any other city, has been thrown wide open. Here you see between the delegates to this convention and the platform are preparations made for the accommodation of the newspaper men of all the country or all the world. You will find the galleries almost filled with visitors; no censorship upon the press or any attempt and no turnstile for the visitors who want to come to see us at work.

I do hope that those who are in attendance as visitors to this convention are friends, but I assume, and I think it is but fair to assume that there are some in the audience who believe not with us, who think that we are wrong, or pursuing a mistaken course, but be that as it may, whether friend or foe, you are welcome to this convention hall.

Resolution 66 By United Mine Workers.

Resolved, That the American Federation of Labor declares its sympathy with the striking mine workers of West Virginia, in their struggle to maintain the right to belong to their organization and to improve their material well being, and be it further

Resolved, That Secretary of the American Federation of Labor is hereby instructed to communicate by wire with each member of the United States Senate, transmitting this action and urging their unqualified and immediate support of the pending resolution calling for a Senatorial investigation.

Adopted by unanimous vote.

Report of Committee on Organization.

Resolution No. 35.

Whereas, The United Textile Workers of America have in the past spent large sums of money to eradicate the intolerable conditions imposed by the employers on the cotton textile workers of the South, and

Whereas, The United Textile Workers of America is now engaged in fights in several states of the South, where at least 15,000 mill workers are now out on strike as a protest against these unbearable conditions; therefore be it

Resolved, That we the delegates of this convention direct the Executive Council of the American Federation of Labor to render every assistance to the United Textile Workers of America, to the end that the Southern mill workers may be placed on the same level as their brother and sister workers engaged in the same class of work in the other mill centers of the United States, and be it further

Resolved, That every effort be made by said Executive Council to bring about a Congressional investigation of the condition now existing in the cotton mills of the South.

The committee concurs in this resolution, adopted.

It was stated the wages of women had been reduced from twenty-seven dollars per week to nine and eleven dollars per week and the hours of labor increased from fifty-five to sixty-five per week. The membership of the respective unions were urged to conserve their purchasing power by withholding their patronage from hostile manufacturers of non-union goods and to at all times give preference when making purchases of goods having the union label, and to patronize only such shops or stores which display a union shop card or where the employees wear a union button. There was considerable debate on this resolution. The report of the committee adopted.

A Quotation From Committee Report on Union Labels.

When it is realized that the members of the trade union movement receives in wages during the year approximately five billions dollars and that so little of it goes back into channels for the employment of fellow trade unionists, the indictment is so frightful to practical trade unionists as to be almost incomprehensible. While the union label shop card and working button are not panaceas or cure-alls for our industrial difficulties, they are an excellent antidote for many of them, and your committee believes that we really would have no child labor problem, nor would we have so much difficulty in solving many problems of women in industry if a more consistent and persistent demand were made for the insignia of honest toil than now exists, and we make the broad statement that more permanent benefits can be secured for not only the class of workers above referred to but all workers through the application of this program. One of the best mediums through which this propaganda can be forwarded is the formation of Union Label Leagues.

Immigration Committee—Executive Council Report.

On page 107, Executive Council Report, under the subcaption "Immigration," will be found reference to the bills intended to provide for the limitation of immigration to the United States, H. R. 4075, as amended by the senate and agreed to in conference, has been enacted into law since this portion of Executive Council's report was written. This measure is not entirely satisfactory, as it does not meet the full approval of the trade union movement.

President Gompers presented one of the fraternal delegates from the British Trades Union Congress, Mr. James H. Thomas, and was followed by his colleague, Mr. James Walker, fraternal delegate from the British Trades Union Congress. An invitation from the Board of Trustees of the Union Printers' Home to visit that institution at Colorado Springs on Saturday, June 18th was extended. The invitation was accepted.

Afternoon Session.

An address was made by Mr. M. M. F. Bush, fraternal delegate from Canadian Trades and Labor Congress.

President Gompers in reply said: It is fair to assume that the convention of the American Federation of Labor would in some form or another respond to the wonderful addresses which it was our privilege to hear from the fraternal delegates of the British Trade Union Congress and the Canadian Trades and Labor Congress. I presume, too, that inasmuch as we cannot all talk at once and judging by the previous action of the convention, you would have the President of the American Federation of Labor make a few comments in the way of response to those addresses, and in that capacity may I say to you, not as foreigners, but as fellow trade unionists in this great common cause, that at least in my judgment, and I believe in the judgment of every delegate to this convention, your addresses were distinct contributions to the constructive work of the organized labor movement of the whole world. Your greeting to us was as man to man, dealing with great problems, the problems of humans everywhere, wherever they may be, and the difficulties which we find confronting us as we from time to time undertake to solve them. There are some who would solve all the problems of the universe with the turning of a hand or the twinkling of an eye. Human problems are not solved in that manner; it takes time, and time makes more converts, was the declaration of a wonderful philosopher nearly two hundred years ago. Some time to understand ourselves, time to make others understand, and he who undertakes to resolve that all the problems of the world shall be solved over night, providing it doesn't rain the following morning, will find a flood in his way, much to his being disconcerted. It is the tremendous task of the human race to bear the troubles and the travails accompanying the development and the struggle for human justice and human freedom, and every gain which we secure for the toiling masses and the masses of the people brings them just that gain and that step nearer the greatest goal of idealism.

Recently some comment has been made of not the most kindly character regarding the personality of the President of the American Federation of Labor. I shall not attempt to even refer to the general subject, for if I am correctly informed by the conductor of the flying aircraft, the matter is to be brought to this convention some time, but one of them said that the American Federation of Labor has kept the labor movement of our country out of politics, when as a matter of fact, we have been in it over our heads. Another one, I think almost on the same day, declared that President Gompers had dragged the labor movement into politics. Now he hasn't done either. What has been done was that the American organized labor movement declared that we shall exercise every activity, economic, industrial, political, social, anything and everything to bring light into the life of the working people of America. You know, sir, that one of them really—a Judge, not a trade unionist, not a labor man—has said that Mr. Gompers has no idealism and that all he considers is a question of wages and hours.

Well, I do have my day dreams and I do build my castles in the air, but I don't always thrust them in the faces of either my friends or my foes. There is one thing I do know, that if that is the triumphant charge that they may bring against me, I would rather bring twenty-five cents a day in the pay envelope of the working people than to pass flamboyant resolutions. It is not a very serious charge. Dr. Wood Hutchinson a few days before I left our offices declared that you can tell the death rate of the babies in our country by the thickness and volume of the pay envelopes of the working people. We are not limited in any of the activities which we may seek to employ for the protection and for the promotion of the rights and the interests of the great masses of the toilers of America. We have been with you and with all the allied democratic nations in the war.

Nolan Minimum Wage Bill.

In connection with this section of the report of the Executive Council, page 98, your committee took up for consideration Resolution No. 122, as follows:

Resolution No. 122—By Delegates Luther C. Steward, W. H. Hughes, Ethel Smith, Earl R. Hoage, National Federation of Federal Employees:

> Whereas, About 50,000 employees of the United States Government are paid less than $3.00 a day, which is manifestly less than an adequate living wage; and
>
> Whereas, The Johnson-Nolan bill providing a wage not less than $3.00 a day for all federal employees has failed of final passage in Congress after twice passing the Lower House; and
>
> Whereas, This bill has again been introduced in the present Congress, has been reported favorably to the Lower House, and is now pending before that body; therefore, be it
>
> Resolved, That the forty-first annual convention of the American Federation of Labor calls upon Congress to pass this bill at the earliest possible moment; and, be it further
>
> Resolved, That copies of this resolution be sent to the Speaker of the House, the President of the Senate, and the chairman of the House and Senate Labor Committees, respectively.

Your committee recommends the approval of this portion of the Executive Council's report and further recommends that the Executive Council continue to give its support to the effort to have the measure enacted into law. The committee further recommends the adoption of Resolution 122. Adopted unanimously.

Some Recent Important Decisions Prejudicial to Labor Organizations.

Upon that portion of the report of the Executive Council's report your committee recommends that approval be given to all that the Executive Council reports under this caption and further recommends that the proposed legislative measure be approved and that copies of the same be sent to all state federations of labor, so worded as to cover a measure to be enacted by state legislatures. Adopted unanimously.

Excess Profits Tax.

The committee considered this section of the Executive Council's report and Resolution No. 50 together, since they deal with the same subject matter. The committee is in complete accord with the position of the Executive Council on the justice and necessity of retaining the excess profits tax and defeating the sales tax. There can be little doubt that the outcry in interested quarters against the excess profit tax is primarily caused by the salutary fact that that tax is one of the few that cannot easily be shifted to the consumer, while the turnover sales tax is an amazingly brazen attempt to pile up on the consuming masses a share of the burden of taxation greatly disproportionate to their ability to pay.

The committee therefore concurs in the recommendation of the Executive Council that the American Federation of Labor insist upon the retention of the excess profits tax, and leave nothing undone to defeat the enactment of a turnover, consumption or sales tax. The committee also agrees with the proponents of Resolution No. 50 that the government shall "promptly levy a rapidly progressive tax upon large estates and a moderate tax upon the value of land and other resources speculatively held in order that the national debt may be promptly retired. The committee therefore concurs in Resolution No. 50.

The report of the committee was adopted unanimously.

Committee on Education Report.
Child Labor.

Upon that portion of the report of the Executive Council under the above caption, page 95, the committee reported as follows:

The committee approves the efforts of the Executive Council to secure adequate protection of the childhood of the country through legislation and a constitutional amendment on the subject of child labor, and recommends that there be no relaxation in these efforts. The welfare of the nation as a whole is so vitally involved that children must not be left unprotected in states with unawakened consciences which are backward in this respect.

The report of the committee was adopted.

Bureau of Co-operative Societies.

The report of the Bureau of Co-operative Societies should have the careful study of the entire labor movement, and the committee concurs in the recommendation of the Executive Council that the Bureau be continued as a permanent committee, under the direction of the Executive Council. The warning against those who unsuccessfully exploit the co-operative idea for private profit, or for the purpose of discrediting the genuine co-operative movement under the Rochdale plan, is particularly timely. In this period of universal profiteering it is particularly necessary that the workers be educated to the necessity of mobilizing their collective power, not only as producers, but also as consumers.

The committee therefore concurs in this recommendation of the A. F. of L. Bureau of Co-operative Societies that the American Federation of Labor place a representative in the field who is well informed on co-operation, utilizing the present co-operative fund to be supplemented in any feasible way as may be necessary.

The committee also concurs in Resolution No. 31, referring it to the Executive Council and the American Federation of Labor Bureau of Co-operative Societies for such action as is practicable.

Organizing Campaign—Iron and Steel Workers.

We have been helpful to the fullest extent of our power in the reorganization of the campaign for the organization of the iron and steel workers. The chairman and secretary of the former special committee resigned. Several conferences were held between the representatives of the various national and international unions having members employed in the iron and steel industry. A new committee was finally organized. The funds remaining in the hands of the former committee were turned over to the new committee. That committee is now functioning and in full co-operation with the officials of the Amalgamated Association of Iron, Steel and Tin Workers.

Disarmament.

The American Federation of Labor speaking in the name of the organized workers of our great country has always loyally supported our government. A month before this government made the decisive step whereby it aligned itself on the side of the Allies against autocracy and militarism, during the Great War, the officers of our national and international unions took the solemn pledge "in peace or in war, in stress or in storm, to stand unreservedly by standards of liberty and the safety and preservation of the institutions and ideals of our republic," and labor loyally fulfilled that pledge.

It now becomes our duty to call afresh to your minds the declarations of the American Federation of Labor on the general subject of disarmament and protest against large standing armies. We have special reference to the two resolutions (Nos. 136 and 163) of the Seattle, 1913, convention. These resolutions dealt with the proposal made by the government of Great Britain that all the powers cease naval construction for a specific period. The labor movements of the several countries, including our own movement, were urged by our movement to prevail upon their respective governments to encourage the movement for international disarmament.

Again the 1914 convention declared "that we pledge our support to any plan which has for its purpose the bringing about of the disarmament of all nations to the furthest extent consistent for the preservation of law and order throughout the world."

The 1919 convention made the following declaration:

> The trade union movement is unalterably and emphatically opposed to militarism or a large standing army. Militarism is a system fostered and developed by tyrants in the hope of supporting their arbitrary authority. It is utilized by those whose selfish ambitions for power and worldly glory lead them to invade and subdue other peoples and nations, to destroy their liberties, to acquire their wealth and to fasten the yoke of bondage upon them. The trade union movement is convinced by the experience of mankind that militarism brutalizes those influenced by the spirit of the institution. The finer elements of humanity are strangled. Under militarism a deceptive patriotism is established in the people's minds, where men believe that there is nobility of spirit and heroism in dying for the glory of a dynasty or the maintenance of institutions which are inimical to human progress and democracy. Militarism is the application of arbitrary and irresponsible forces as opposed to reason and justice. Resistance to injustice and tyranny is that virile quality which has given purpose and effect to ennobling causes in all countries and at all times. The free institutions of our country and the liberties won by its founders would have been impossible had they been unwilling to take arms and if necessary die in the defense of their liberties. Only as people willing to maintain their rights and defend their liberties are guaranteed free institutions.
>
> Conditions foreign to the institutions of our country have prevented the entire abolition of organized bodies of men trained to carry arms. A voluntary citizen soldiery supplies what would otherwise takes its place, a large standing army. To the latter we are unalterably opposed as tending to establish the evils of militarism. Large standing armies threaten the existence of civil liberty. The history of every nation demonstrates that as standing armies are enlarged the rule of democracy is lessened or extinguished.

The workers recognize that wrapped up with the safety of this Republic are ideals of democracy, a heritage which the masses of the people received from our forefathers who fought that liberty might live in this country—a heritage that is to be maintained and handed down to each generation with undiminished power and usefulness.

The labor movement recognizes the value of freedom and it knows that freedom and rights can be maintained only by those willing to assert their claims and to defend their rights.

The cause of disarmament and international peace can be promoted by creating and stimulating a public sentiment that will not tolerate waste of life and by establishing international relations understanding and agencies that will constitute insuperable barrier to policies of force and destruction. With humanization, education, cultivation, the establishment of the rule of reason, occasions for wars and wars themselves will cease.

The working people, the masses of the world population, can end wars if they but have the independence to think and to give their convictions reality by daring to do.

For this and many other obvious reasons we recommend to this convention to call upon the government of the United States to take the initiative or to co-operate with any other nation or nations for the purpose of a general agreement for disarmament both of the army and naval affairs of the world and that it shall be the duty of the Executive Council to call upon the workers and the people to aid in every way within their power and to have translated into action the sentiments as in this report recommended.

One Big Union.

As a factor in the industrial life of both Canada and the United States the so-called "One Big Union" has practically ceased to exist. This movement, which has been on the decline since the Winnipeg strike, is no longer considered as an active movement of any consequence.

When the Executive Council met in Washington in March, Mr. Tom Moore, President of the Canadian Trades and Labor Congress, appeared before the council to discuss affairs relating to our movement in Canada. Following this conference with President Moore, the council directed that a questionnaire be sent to all international unions having membership in Canada, in order that full and accurate information might be had as to the secession movement and as to the relation between the internationals and the Canadian Trades and Labor Congress.

The replies to this questionnaire show that so far as the "One Big Union" is concerned, those internationals originally affected have in nearly all cases recovered and that but little evidence remains of the work of misguided persons who engineered the rise of the One Big Union. The replies from international officers show clearly that in every case where active organization work is carried on by the bona fide trade union movement, and where there is energetic and persistent educational work carried on, the "One Big Union" is able to make no headway. With the exception of an inconsequential scattering of membership, all that remains of that concern is the lesson of fruitless experience culminating in the disastrous Winnipeg strike.

Another question brought before the council by President Moore was the need for affiliation to the Canadian Trades and Labor Congress by those international unions which have not yet affiliated. While the Canadian Trades and Labor Congress has with success and with credit to itself succeeded in defeating the "One Big Union" movement, it still has serious problems and difficulties to solve and to overcome. It needs the full strength of the bona fide trade union movement in its struggles and is, we feel, entitled to the affiliation and support of all internationals having membership in Canada. We urge and recommend that such internationals, where they have not already done so, seek immediate affiliation of their Canadian locals with the Canadian Trades and Labor Congress and that every effort be made to cooperate in strengthening the movement for the support and advancement of the interests of the working people of Canada.

The committee reported as follows: Your committee notes with gratification that the report that the One Big Union in Canada has proved its inability to maintain interest in its unsound policies, program and methods, and recommend approval of Executive Council report.

Railroads.

Your committee reports non-concurrence with Resolution No. 60 and recommends that No. 59 be amended by striking out the whereases and the first and second resolves; that the third resolve be adopted and that the last resolve be amended to read:

"That in order that this resolution may become effective the Executive Council be and is hereby directed to devise and publish the necessary legislative program designed to bring about the government ownership and democratic operation of the transportation systems."

The amended resolution would then read:

> Resolved, That the Executive Council of the American Federation of Labor be and is hereby directed to assist the recognized labor organizations by every effort within their power to have proper legislation enacted providing for government ownership and democratic operation of the transportation systems of the United States; and, be it further
>
> Resolved, That in order that this resolution may become effective, the Executive Council be and is hereby directed to devise and publish the necessary legislative program designed to bring about the government ownership and democratic operation of the transportation systems.

Secretary Frey: In connection with this report the committee submits a minority report, signed by six members of the committee, as follows:

This amendment by Secretary Morrison was adopted:

> "Resolved, That the Executive Council of the American Federation of Labor be and is hereby directed to assist the recognized railroad labor organizations by every effort within their power to have proper legislation enacted providing for government control and democratic operation of the railroad systems of the United States."

Seconded.

High Cost of Living.

Notwithstanding the most persistent urging no sentiment could be developed in the last congress for the investigation of profiteers in the necessaries of life. This encouraged the profiteers to continue their practices without fear of punishment. While wholesale prices decreased retailers continued to charge unreasonable prices. This condition has been most burdensome on the masses of the people, especially because of the large numbers of unemployed.

Of all the remedies proposed none are more to be commended than those submitted to President Harding by the Federal Trade

Commission. In a report made April 18, 1921, to the President the commission upheld Labor's contention that there was no justification for a reduction in wages. The commission held that "the first object should be to increase rather than lessen the purchasing power of the ordinary consumer." It also pointed out that the chief beneficiaries of high prices are the merchants and brokers.

In order to force down high prices the commission recommended that it should be authorized by law to continue its efforts to obtain and publish information respecting the ownership, production, distribution, cost, sales and profits in the basic industries more directly affecting the necessaries of life, such as shelter, clothing, food and fuel. The results of the investigation would be for the information of congress and the promotion of the public welfare.

It also recommended the enactment of laws to eliminate unnecessary reconsignments and brokerage operations including gambling in "futures." There are too many overturns between the producer and consumer, and therefore the recommendation is most practical.

If the people are in full possession of all the facts of costs of distribution and the profits made on the necessaries of life public opinion would have a powerful effect in reducing prices, and there would be no necessity of prosecution under the Sherman anti-trust law. The natural development of economic laws can not be checked by legislation. Besides the Sherman anti-trust law has not been a deterrent to profiteering. Its use or rather abuse has been almost exclusively in the persecution of labor. Where corporations have been prosecuted the verdicts have helped them to continue practices which the law was intended to prohibit.

The commission also recommended the encouragement of co-operative associations of agricultural producers and co-operative consumers' organizations. This would be most helpful to the farmers, but in order to be of full value to the people it should be extended to the trade unions. The same influences that are injuring the farmers and the purchasing public are also endeavoring to destroy the rights of the workers to better their economic condition.

The Executive Council therefore believes that publicity for the results of such an investigation as is recommended by the Federal Trade Commission would be a great factor in reducing the cost of living by compelling those who sell the necessaries of life to accept smaller profits. It is also believed that in all legislation providing for the regulation of corporations or monopolies the question of publicity should be incorporated.

Fixing Wages by Law.

In recent years there has been much agitation in favor of fixing prices by law. Every bill presented in congress for the purpose of regulating some industry provides that the commission empowered to carry out the purposes of the proposed act shall govern prices. This is most dangerous legislation. Where prices are determined by a commission, the commission assumes the power to regulate and fix wages. The American Federation of Labor should take a firm stand on this question.

The Gronna bill to regulate the meat packing monopoly contained such a hidden provision and it was impossible for the American Federation of Labor to support it in its entirety. The first convention of the American Federation of Labor declared:

> We believe the gaining of higher wages and a shorter workday to be the preliminary steps toward great and accompanying improvements in the condition of the working people.

Therefore, the wages of the workers in the great industries are more important than any consideration of the prices that should be fixed for the products of those industries. If American standards are to be goverened by laws enacted by a congress made up of men not alive to maintaining those standards the workers of the country will suffer irreparable injury by legislation governing their wages.

Immigration.

H. R. 14461, as amended by the Senate and agreed to by the House, was passed by Congress, but it did not become a law because of a "pocket" veto by President Wilson. The bill provided that immigration should be confined to three per cent. of the foreign born of any one nationality already in the country according to the census of 1910. According to the report made by the conference committee the number that can enter the United States is 355,461.

H. R. 4075 by Representative Johnson introduced in the sixty-seventh congress contains all the important features and is practically the same measure as H. R. 14461.

The American Federation of Labor has urged the complete restriction of immigration for at least two years, but approved of the bill which passed the house limiting it for one year. The great increase in unemployment, there being at least 5,000,000 out of work during the early part of 1921, made it imperative that immigration should be restricted as much as possible. The opponents of bills restricting immigration to any extent whatever are opposing H. R. 4075. They desire to prevent any legislation restricting immigration in order that the country can be flooded with surplus labor. The American Federation of Labor should declare for the enactment of a law providing for the fullest limitation and restriction of immigration obtainable.

Calder Coal Control Bill.

S. 4828 by Senator Calder contained so many dangerous provisions that it caused much concern. While ostensibly to curb profiteering it contained clauses that would endanger the economic interests of the miners and other workers in the coal industry.

The federal trade commission was empowered to carry out the purposes of the proposed act. It could decide whether the price of coal was too high. If the commission determined that the supply of coal was threatened the President could declare an emergency. This power was given the President:

> "The President is hereby authorized, in any such emergency, to deal in coal, at reasonable prices, and to control the production, movement, and distribution of coal in such manner and to such extent as he shall deem necessary and essential to the protection of the public health."

Secretary-Treasurer William Green of the United Mine Workers of America and President Gompers appeared before the committee on manufacturers and protested against these provisions as well as all others that affected the economic activities of the workers in the coal industry. Under the proposed law the federal trade commission was given authority to investigate the activities of all organizations "having to do with the coal industry or trade, whether national or local, regardless of the purposes for which organized or existing." As the proposed law could under certain conditions regulate not only the price but the wages of those in the industry, President Gompers insisted that the following amendment be made to the bill:

> Provided that nothing in this act shall be construed as to apply to trade unions or other labor organizations instituted for the purpose of regulating wages, hours of labor, and other conditions under which labor is to be performed. '

While several objectionable clauses were stricken from the bill when it was reported to the senate it still contained the following: Section 11 provided that "the Secretary of Labor shall investigate from time to time the wages, output per person, working conditions, terms of employment and the living expenses of miners and other workmen employed in mines from which coal is transported in commerce in order that such information may be available at times of general readjustment of wage contracts in the coal industry." This would give the government power to regulate the living conditions of the workers in the coal industry. It could set a standard by law and the law would be most difficult to change no matter how unjust it might be.

Courts Declare Laws Invalid.

The power exercised by the federal courts to pass upon the constitutionality of laws enacted by congress and approved by the President is one of the greatest menaces to measures intending to remedy evils in our government.

The constitution of the United States does not give such authority to the courts. It has been assumed by them. The history of the Supreme Court of the United States is replete with reactionary opinions.

Its decision in the Dred Scott case brought on the civil war. In the Arago case it decided that the seamen could not leave a ship in safe harbor. It declared invalid the ten-hour law for bakers, the child labor law, convict labor law, and many other laws passed by congress in the interest of the people. The most persistent argument labor must meet in advocating remedial legislation is that the Supreme Court will declare it unconstitutional.

The anti-trust laws have been interpreted by the courts against labor and labor alone. The Supreme Court in passing on a law intended to curb the evils of combinations of corporations applied a so-called "rule of reason" to them that was never contemplated by congress. On the other hand instead of applying the "rule of reason" in cases where workers are concerned it has placed most burdensome restrictions.

The members of the Supreme Court are appointed for life by the President. It has the power and can annul any law enacted that has been demanded by circumstances and by the people as represented by the combined wisdom of a majority of each house of congress, or by a two-thirds vote of each house over a veto by the President.

There are learned expounders of the constitution of the United States. Among them there exists a difference of opinion as to the method by which the power of the Supreme Court to declare laws unconstitutional shall be limited or denied. There are some who hold that, as the Supreme Court has never been given the power by the constitution to pass upon the validity or invalidity of a law passed by congress, it would be better to require that no decision of the Supreme Court shall invalidate a law unless approved by three-fourths of the justices. Other eminent constitutional lawyers urge that such power should not be exercised unless the vote of the court is unanimous.

Having given the subject-matter our very thoughtful consideration and having had advice from the best legal talent upon this subject we recommend the endorsement of the following joint resolution to be presented in congress proposing an amendment to the constitution:

> Resolved by the Senate and House of Representatives of the United States of America in Congress assembled (two-thirds of both Houses concurring therein), That the following be proposed as an amendment to the constitution, which shall be valid to all intents and purposes as part of the constitution when ratified by the legislatures of three-fourths of the states.
>
> Whenever any bill or resolution shall have been passed by a majority of each house and signed by the President, or, in the event of his veto, by two-thirds of each house over the objections of the President, it shall be deemed and held to be valid under the constitution wherever called in question.

Excess Profits and Turnover Sales Taxes

After months of a publicity campaign bills were presented in congress to repeal the excess profits tax and establish a sales tax. The true meaning of this shifting of taxation is that it is proposed to take $990,000,000 in taxes from those able to bear it and load them on the backs of the masses of our people. If the excess profits tax is repealed it will absolve those who pay it from a proper share of taxation.

The turnover sales tax is a tax levied on "every pound of sugar, salt and starch that goes into the family use, from the growing of the sugar beets to its purchase at the store, on every pound of flour and other food, on every pound of meat from the farm to the packer and back again, on every pound of tea or coal, on every garment from the hat down to shoes and stockings, or like an old-time description of a tariff bill, it is a tax 'from the cradle to the grave.'" In other words, it is a tax on every turnover that may be had on practically all the necessary commodities of life.

A sales tax, it is generally agreed, would have the most unfavorable consequences as it would fall with a force unequal to their ability to pay upon those least able to bear the burden. The rich would pay a less amount of tax for the same food, drink and wear than the poorest in the land, as they would purchase in larger quantities.

In addition a turnover sales tax would pyramid prices to the consumer. In other words, if the tax is on the turnover sale of everything, it would be most burdensome and most inequitable.

The poor of necessity buy in small quantities. If they would purchase ten articles for ten cents each they would have to pay at least ten cents in taxes, as the vendor would charge one cent on every sale. This would be in addition to the turnover tax from previous sales. In fact, the purchaser would never know how much tax he was paying, as the dealer, as is generally the practice with those who sell, might add a larger amount to the selling price than is called for by the tax law.

According to a speech made by Representative James A. Frear of Wisconsin, January 31, 1921, in the House of Representatives, "there are practically nine turnovers in the case of cotton and woolen goods, eight turnovers in the case of leather goods, and seven or eight in the case of steel—that is, from the original ore up to the time of the finished article. What applies to these articles applies with equal force to almost everything we use. In other words, this proposed tax of one cent on each turnover has to be applied from five, six and seven to nine times. But that is not the worst. You will find that in many cases where the present tax is imposed they have raised the price of goods sometimes 400 per cent. during the different turnovers."

We, therefore, recommend the following:

1. That the American Federation of Labor insist on the retention of the excess profits tax.

2. Every effort should be made to defeat proposals for new taxes, as all the money we need can be obtained from the present taxes under efficient administration. In fact, the best authorities declare that if we remodel our tax system on the basis of read-

justing rates and improving the administration and assessment of taxes we can secure greater revenues than we do at present.

3. Nothing should be left undone to defeat the introduction of a turnover consumption or sales tax. The excess profits tax carried us through the war and in time of peace it will be as valuable an aid when properly administered.

Report of Committee on Resolutions.

Resolution No. 69.

Resolution No. 69—By Delegates A. J. Kugler, John Sullivan, Jos. J. Hauser, Joseph Obergfell, International Union of United Brewery, Flour, Cereal and Soft Drink Workers of America:

> Whereas, Great dissatisfaction is manifested throughout our country among all classes against the Volstead Enforcement Law; and
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> Whereas, Many of our people were of the impression that with the adoption of the Eighteenth Amendment it would not exclude the nation's national beverage, that of wholesome beer; and
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> Whereas, The drastic Volstead Law has brought about the wholesale illicit manufacture of whiskey and other strong alcoholic liquors or concoctions, which has resulted in the deaths of hundreds of our citizens and has impaired the sight of thousands of others, due to the drinking of concoctions containing wood and denatured alcohol; and
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> Whereas, This deplorable condition has made the Volstead Enforcement Law unpopular with the vast majority of our citizens: therefore, be it
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> Resolved, That the American Federation of Labor, in the forty-first annual convention, assembled in Denver, Colorado, declare itself in favor of modification of the Volstead Law so as to permit the manufacture and sale of a national beverage of wholesome beer: and, be it further
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> Resolved, That the officers and Executive Council of the American Federation of Labor be and are hereby directed to do everything within their power to have the contents of this resolution carried into effect.

Your committee recommends the adoption of Resolution No. 69 in lieu of Resolutions Nos. 80 and 118.

The recommendation of the committee was adopted.

Your committee in connection with the subject of the efforts being made by the people of Ireland to establish a government of their own, considered Resolutions Nos. 3, 101, 117 and 119.

Extensive hearings were given to those interested in the introduction of these resolutions, and in addition your committee gave much thought to the resolutions which have been presented to them for their action.

Your committee offers as a substitute for the whole a resolution which embodies much of the language and the substance of Resolution No. 117, as follows:

Whereas, The American Federation of Labor by vote in convention has encouraged and approved the efforts of the Irish people to secure a government of their own determination and admires the manner in which they have expressed their determination through their ever-increasing popular vote to establish an Irish republic governed democratically; and

Whereas, The people of Ireland at each election since the proclamation of their elected officials have ever increased the popular demand for a government of their own choosing and at the last election, despite the threats and intimidations, suffering starvation and murder of those who believe in liberty of expression, more than eighty per cent. demanded a government of their own determination; and

Whereas, There has been instituted in Ireland at the behest of the British government and vested interests, a campaign of most uncivilized character, expressing itself in bombing, burning, the destruction of food, factories and homes, the killing of innocent people by regular and auxiliary military forces; and

Whereas, The British authorities are seeking to prevent and destroy commerce between Ireland and other countries; and are preventing American ships from entering Irish ports; and

Whereas, This conduct of the British Imperial authorities, in Ireland, has brought great suffering upon the Irish people, inflicted upon them grave injustice and prevented them from pursuing their normal course of life, has led the people of America to contribute large sums of money amounting to millions of dollars to relieve the suffering and distress; and

Whereas, These charges have been fully proven by such responsible bodies as the British labor party, the Society of Friends (Quakers) and others, and since it was one of the objects of the United States in entering the World War to secure and safeguard the right of self determination for small and subject nationalities, and since the British government through its ministers and its parliament, its official papers and recruiting officers, pledged freedom to the people of Ireland, a pledge promptly and enthusiastically acknowledged by the voluntary enlistments of the men of Ireland for war service and the enlistment of men of Irish birth in other lands, these enlistments being so heavy as to compare favorably with the enlistments of other nationalities; and

Whereas, The British Government has seen fit to disregard this pledge so solemnly made and so fully accepted, treating it as a scrap of paper, the British government now stands revealed before the world as having refused to carry out its solemn pledge, showing that the faith of the Irish people, who look for freedom after centuries of mistreatment at the hands of the British government, was again betrayed, showing to the people of the world who look with hope for the elimination of armed conflicts between nations, that the suffering and oppressed can only secure relief through their own efforts aided by lovers of liberty in other lands; and

Whereas, This policy of Great Britain threatens the peace of the world, be it therefore

Resolved (1), That the American Federation of Labor, in convention assembled, reiterates and reaffirms this action of the Montreal convention, supports the Irish people in their struggle for freedom and for recognition of the Irish republic; and

(2) That copies of these resolutions be sent to the President, Vice-President, and members of the Cabinet, urging recognition of the Republic of Ireland and urging a protest to be made to Great Britain against the brutal and uncivilized warfare now being conducted in Ireland; and

(3) That the executive officer of the American Federation of Labor be instructed to communicate with all members of Congress urging immediate enactment of legislation necessary to bring about full recognition of the Republic of Ireland; and

(4) The American Federation of Labor request all its affiliated bodies and their local unions to write to the President, the Vice-President, members of the Cabinet and members of the Senate and House of Representatives urging immediate recognition of the Republic of Ireland; and

(5) That the American Federation of Labor ask the British Trades Unions and the Trade Unions in all British colonies and dominions to co-operate in the objects herein set forth; and

(6) That a special communication be sent immediately by the Executive Council to the British Premier, his Cabinet, and members of Parliament protesting against the campaign of violence and destruction in Ireland; and

(7) That the American Federation of Labor express its appreciation to the trade unionists of Great Britain for their efforts on behalf of the Irish people; that the American Federation of Labor instruct its fraternal delegates to the British Trade Union Congress to visit Ireland and personally convey to the Irish Trade Unionist our sincere wishes for their success; and

(8) That our officers be instructed to take up with the trade unions of Great Britain, her colonies and dominions, a proposal to in-

augurate a campaign for the trial and punishment of officers and men of the British regular and auxiliary forces guilty of atrocities in Ireland in a manner similar to that in which German officers are now being tried and punished for violation of the rules of warfare in France and Belgium; and, be it further

Resolved, That the Executive Council of the American Federation of Labor are hereby directed to carry out the instructions in these resolutions.

A motion was made and seconded to adopt the report of the committee.

Delegate Foley, Barbers, opposed the substitute offered by the committee, and in discussing the question said in part: "We have heard it said on the floor of this convention that if a set of people could show us that a majority of those people stood for a government we would endorse that government, or words to that effect. Our Declaration of Independence was established by only fifty-one per cent. of the people; but here is a set of people of whom ninety-two per cent. have endorsed their government and they are now only asking Americans to see that their government is recognized. When our government was established France was the leading country, and France, owing to enmity toward England, endorsed our government and recognized the United States as a country."

Adopted with but two dissenting votes.

Resolution No. 75.

Whereas, The open shop and other reactionary interests are attacking organized labor and all progressive groups from every direction, making special efforts to secure control of the press and even of the churches and the schools, those most important public opinion forming agencies; and

Whereas, Organized labor took the initiative in securing the establishment of tax-supported public schools and has been a leading influence in the development and protection of public education; and

Whereas, The American Federation of Teachers in co-operation with all organized labor is the most effective instrument in combating those un-American influences and maintaining the schools as the basis of democratic institutions; therefore, be it

Resolved, That the President and Secretary and Executive Council of the American Federation of Labor be instructed to give substantially increased assistance to the American Federation of Teachers in this struggle.

Your committee concurs in this resolution to the Executive Council with instructions that the Council co-operate with the American Federation of Teachers in every practical way. Adopted.

President Gompers introduced to the convention Dr. Charles A. Powers, President of the American Society for the Control of Cancer.

Address of Dr. Charles A. Powers.

President Gompers and Members of the American Federation of Labor: The President has asked me to confine myself to ten minutes, and I assure you I shall not overstep the time. This little talk was arranged in a most kindly way, without my knowledge, by Mrs. Stewart Walling, one of our philanthropic ladies of Denver. The message I bring to you in a most authentic way is one of hope regarding this terrible disease, cancer. You all know how common cancer is. I venture to say that there is hardly a person in this auditorium to whom this dreadful question has not come in some very close way. After the age of forty years one person in ten dies in this country of cancer. At this time one woman in eight and one man in twelve is the rate. Eighty-five thousand people die annually in the United States from cancer.

It is our belief that the majority of these deaths are needless, that they might be prevented. If the condition should be treated earlier in its stages the mortality should be comparatively small. Contrary to the usual belief, cancer is not hereditary, it is not transmitted from father or mother to the children, but it is only so dreadfully common that hardly a family is without it. However, it is a comfort to be able to say that it is not hereditary. Cancer is not contagious, it is not transmitted from one person to another. We know of no instance in which the physician or surgeon or nurse has taken cancer, so to speak, from a patient.

Further, cancer is not in the beginning a blood disease, it is purely local; it is only in the late stages when it becomes generalized that it enters the blood system. Again, cancer is not a disgrace and should never be thought of in that way. It is only a terrible misfortune.

Almost all cancer begins at a local point of irritation. Let me illustrate that by the familiar cancer of the lower lip in men. It begins generally after the age of thirty-five years, and it increases in frequency from that age up. Cancer of the lip begins as a local sore, a local irritation; a scab forms and falls off, another forms and falls off, and the cycle is repeated until it becomes very dangerous. A man who is in this situation should at once consult competent medical authority.

I come before you with no panacea, no cure whatever; I simply say to you when you notice a sore of the kind I have described, go at once and get advice.

Eight thousand women die yearly in this country from cancer of the breast. There should be almost no deaths from this source among women. Whenever a woman, especially beyond thirty or thirty-five years, notices a small beginning lump, she must go at once and seek advice, she must not delay. It is at first purely local and is very easily cured at that stage.

Cancer at the beginning is painless—please remember that. I often feel that it would be very much better if it were painful. It is only in the advanced and incurable stage that it becomes painful. The average person today unfortunately delays seeking advice until the expiration of ten or twelve months, and it is the task of the Educational Society which I have the honor to represent, to endeavor by such talks as these to reduce that period as nearly as possible to one day.

Again another source. There are no less than 30,000 deaths yearly from cancer of the stomach. It is more frequent in men than in women and generally begins at the age of 35 to 40. The pain is earlier in cancer of the stomach. The earliest symptoms are indigestion, nausea, and together with these a loss of weight. There is what we call the pre-cancerous stage in all of these conditions, and in the stomach that is very, very frequently ulcer of the stomach. When a man or woman notices a pain in the stomach, dyspepsia, loss of weight and strength, let him go at once and seek advice.

Moles, especially these black moles, not infrequently develop into cancer, especially on irritation. All of these little irritable places on the face or body may cause cancer, and if you are in that condition, go at once and have it taken care of.

To sum up, let me repeat that it is a message of hope that I bring to you. In November next we are going to have a Cancer Week throughout this country, a week devoted to such talks as I am trying to give to you today, and we are hopeful that within the next ten years the death rate from this terrible malady will have been greatly diminished. Remember, cancer is not hereditary, it is not contagious, it is not in the beginning a disease of the blood, and it is not a disgrace, and when any man or woman notices an unusual sore in any part of the body, please let him or her go and seek advice and have it thoroughly looked into.

I thank you very much.

Election of Officers.

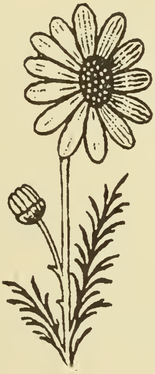
President—Samuel Gompers, 25,022; John L. Lewis, 12,324.

All the Executive Council was re-elected.

William J. Spencer, James J. Forester, Fraternal Delegates to the British Trades Union Congress; John O'Hara, Canadian Trades and Labor Congress.

Convention city—Cincinnati, Ohio.

JOHN A. VOLL,
HARRY HOHMEYER,
JOHN FODY.



DAISY

Official Flower

of the Glass Bottle Blowers'
Association

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